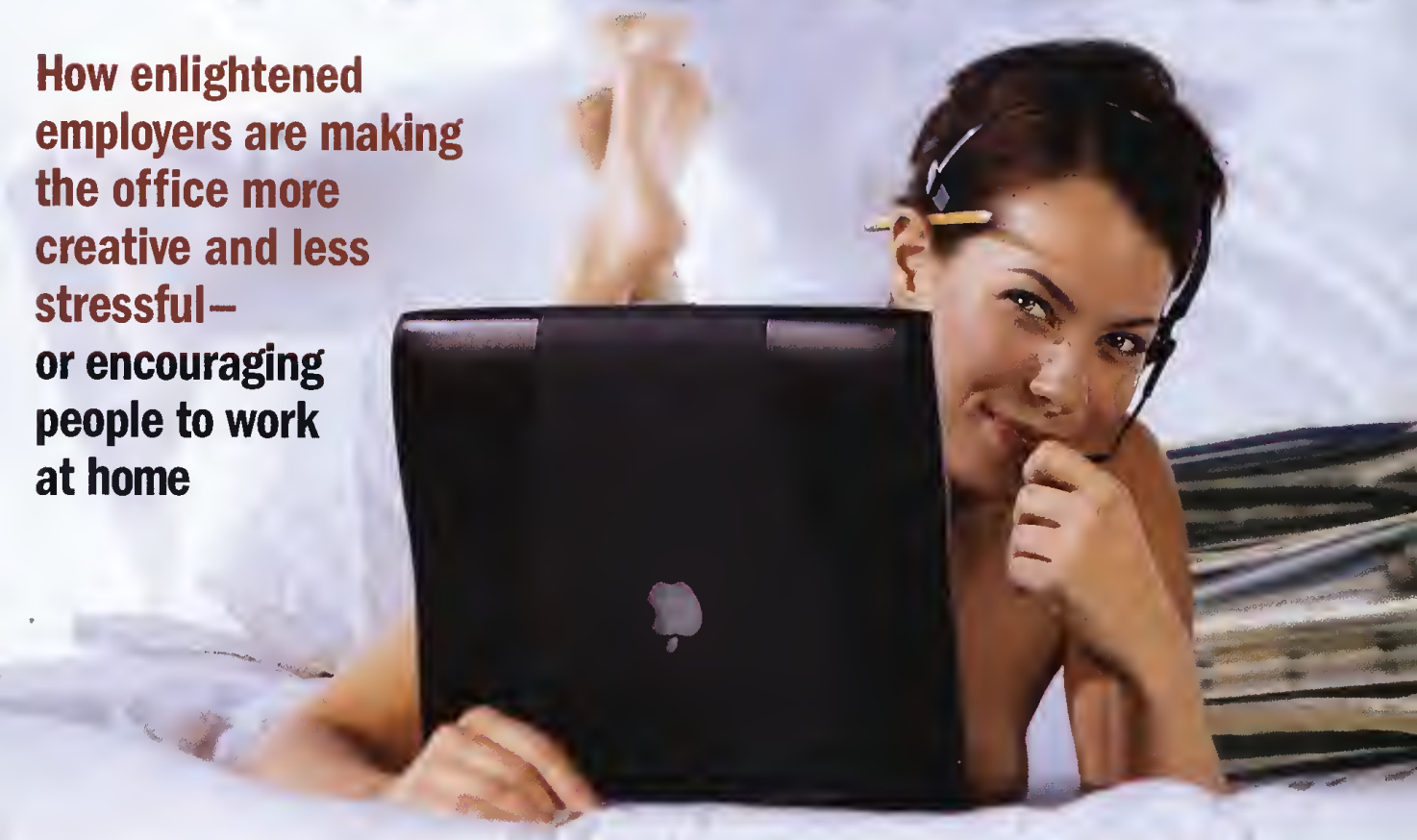
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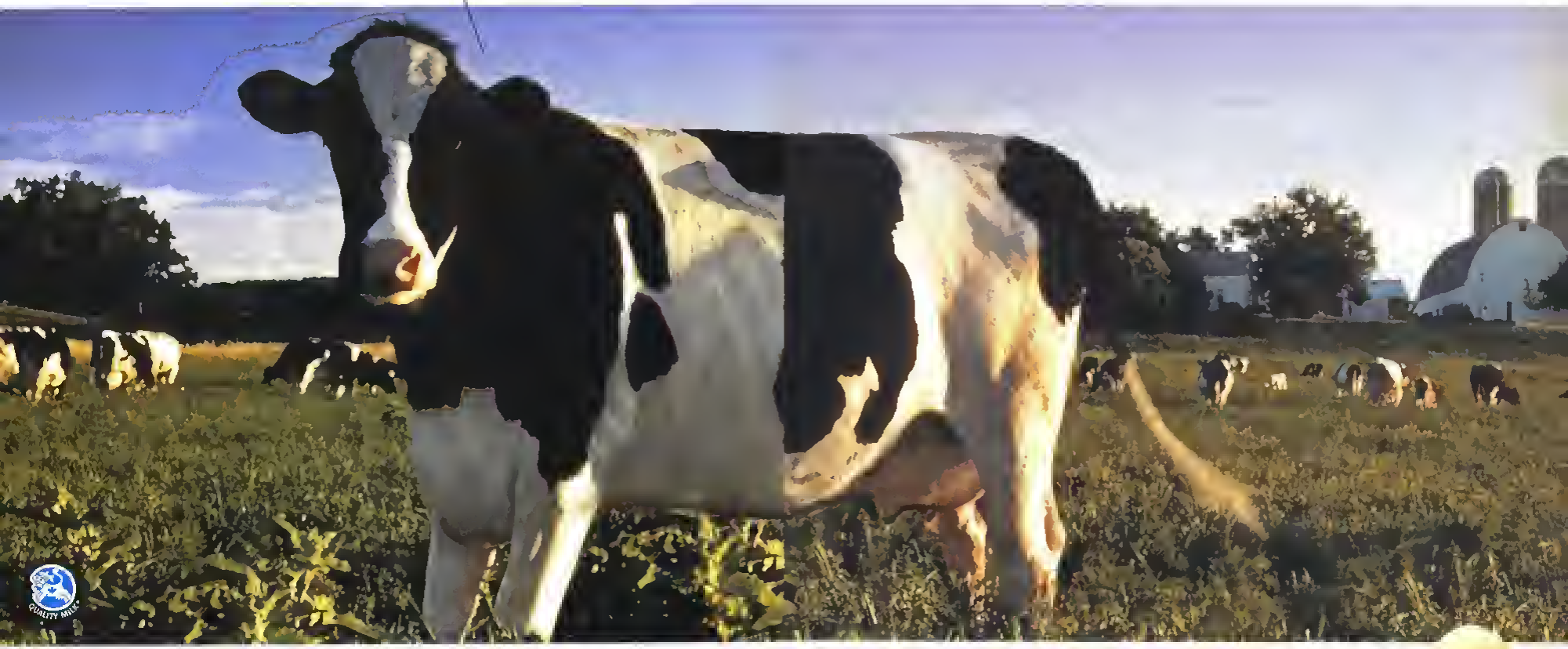
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March 5, 2001 Vol 114 No 10

## Departments

Editorial 4
Letters 6
Overture/Passages 12
Canada 20
Oxford's hockey team is steeped in history, a gay mayor faces the challenges
Canada and the World 28
Canada is caught in the missile debate
World 30
Ukrainians rally against their president
People 33
Business/Cover 34
Business 42
David Dodge sees a "tough" adjustment
Tech Explorer 49
Life 52
What happens to children with disabilities when their parents die?
Education 56
Reports of lying shake a law school
Films 57
Weaving history into a compelling epic
Television 58
*After the Harvest* features top talent
Music 60
Entertainment Notes 62

## Columns

Anthony Wilson-Smith 18
Deirdre McMurdy 44
Diane Francis 50
Bob Levin 54
Allan Fotheringham 64

Cover photography Michael Matwiejkiw

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ROGERS MEDIA

## Cover



Peter Bregg/Maclean's

## 34 Redesigning work

"Get a life," overstressed employees often tell each other. Now, more and more staffers insist on getting one—and enlightened employers are responding. There are flexible hours, telecommuting, even staff sleigh rides, as businesses rethink almost everything about the work environment

## Features



Tom Hanson/CP

### 20 The perils of politics

For Stockwell Day, being on the defensive becomes the status quo as questions about a controversial $70,000 donation continue to haunt his party

### 42 Nortel after the fall

The pressure is on CEO John Roth after Nortel's market crash. Key question: what did he know about future earnings and when did he know it?



Aaron Harris/CP



Mike Ridewood for Maclean's

### 60 Harmer's charm

Kingston, Ont.-area musician Sarah Harmer, whose album *You Were Here* won rave reviews, is one of the bright new lights at the Juno Awards on March 4

From the

# Managing Editor



## When the innocent are executed

The year 1976 was a pivotal time in the grim saga of the death penalty in North America. It was the year when Canada's Parliament, after two five-year trial periods, abolished capital punishment (except for the military, where it was not officially eliminated until 1998). But the United States, which had also stopped executing people, moved in the other direction. In 1976, the U.S. Supreme Court ruled that the death penalty *could* be constitutional if the states put certain safeguards in place. Executions resumed, starting in Utah in January, 1977. Today, 38 of the 50 states have the death penalty, by last week, 697 people had been put to death since the Supreme Court decision—152 in Texas alone during George W. Bush's six years as governor.

The American experience weighed heavily in the landmark Supreme Court of Canada decision on Feb. 15. The court ruled unanimously that, except in exceptional (and unforeseen) circumstances, the federal government must not extradite fugitives to places that retain capital punishment without assurances that the death penalty will not be applied. "Capital punishment is unjust," the court declared. It violates an individual's right, in Section 7 of the Charter of Rights and



Photo: Stan Macleod/4

*The Supreme Court: 'It is irreversible'*

Freedoms, to life, liberty and security of the person. "It is final. It is irreversible. Its imposition has been described as arbitrary. Its deterrent value has been doubted."

But even more worrisome to the nine justices was the possibility of wrongful conviction and execution. They cited five cases in the past three decades in Canada in which convicted murderers were subsequently exonerated and set free. They examined the work of Britain's Criminal Cases Review Commission, which was created to investigate suspected miscarriages of justice. Thanks to the commission, the Court of Appeal quashed the conviction of one man, Derek Bentley, for murdering a police officer, and another, Mahmoud Hussein Mattan, for killing a shopkeeper. Unfortunately—and to the court's "very profound regret"—both men had been executed years before.

It was the United States, however, that offered the most chilling experience. Illinois declared a moratorium on executions last year because of what the governor, a death-penalty supporter, described as "our state's shameful record of convicting innocent people and putting them on death row." Twenty-five convicted murderers spent time on death row in Illinois after capital punishment resumed in 1977. Twelve of them were executed—and 13 were eventually exonerated. Assuming all 12 who were executed were guilty, the prosecutors and courts of Illinois had a batting average of .480. That would be incredibly good in baseball, but it's terrifying in what is meant to be a "justice" system.



*response@macleans.ca* to comment on From the Managing Editor

## Newsroom Notes

### The Biz-Tech team

**The writ** of our Business and Tech sections runs large. Four times in the past six weeks, *Maclean's* cover packages have been generated by those sections. They have ranged from the Jan. 29 "Best and worst mutual funds" cover on personal finance to this week's focus on the workplace by Senior Writer Patricia Chisholm. In between were the tech-savvy "Do you know who's watching you?" of Feb. 19, and last week's profile of bookseller Heather Reisman.

Assistant Managing Editor Berton Woodward, who oversees both Business and Tech, relies on what he calls "the best team of journalists an editor could hope for." National Business Correspondent Katherine Macklem wrote the main stories for mutual funds and Reisman (as well as this week's look at Nortel). Vancouver-based National Technology Correspondent Chris Wood handled the Feb. 19 package, supported by Associate Editor Danylo Hawaleshka. And Assistant Editor Amy Cameron wrote this week's cover sidebar on how unions deal with workplace stress issues.



Photo: Bruce Adolphe/4

*Woodward (left), Chisholm: busy*


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# The Mail

## Final responsibility

**It is absolutely** incredible that Linda Leigh Hunt has won financial support after drinking and driving and getting into an accident that left her with brain damage (" 'Our neighbour's keeper,' " Justice, Feb. 19). While I am sympathetic to her current health status, I cannot help feeling utter contempt for her gall in filing this lawsuit against her employer. Our justice system has been lax with the Young Offenders Act, and now we can add the Drink Your Way to Financial Rewards Act. Let the appeals begin.

**Diane Elliott,** Barrie, Ont.



J.T. McNally/Barrie Examiner

*Hunt, 'heartily vilified in the press'*

**Linda Hunt** has been heartily vilified in the press, in coffee shops and at kitchen tables across the country. Many have taken the attitude that she is somehow a winner because of her award. Nobody who lives with the effects of a traumatic brain injury could even remotely be called a winner. Hunt has lost a half a lifetime of potential, something that money cannot begin to replace. Certainly, at first glance, the $312,174 award seems generous, but legal fees are high, and should the insurer appeal the sentence, even if Hunt wins again, she will be fortunate to have little more than pocket change. And should the employer bear some responsibility? Of course. It is only by caring for our fellow human beings that we will truly begin to make our communities safer.

**Linda Bruce,** Victoria Harbour, Ont.

**It's sad** that Linda Hunt has suffered brain damage, but it is the result of *her* choices, not her employer's, not the bar's. I find it appalling that a judge would rule that Hunt is not totally responsible for a situation that arose solely from the choices *she* made.

**Tom Lewis,** London, Ont.

**There is no** excuse for drunk driving. None. Her employer tried to get her to take a ride; she refused. That should be the end of it.

**L. G. Clark,** Dieppa, N.B.

**Maybe Linda Hunt** should sue the government of Ontario because it made alcohol legal. I was the victim of a hit-and-run by a drunk driver in 1978 and spent 12 months with a cast on my leg. During the litigation, I was made to feel like the one who was wrong. I felt that the legal system let me down then. Seeing another drunk driver get away with more than $300,000 leaves me with even less respect for the system.

**Murray Reist,** Edson, Alta.

## Home fires burning

**I read** with interest "The price of peacekeeping" (Canada, Feb. 12). But articles on the subject never mention the ones left behind in Canada for six months. To be the lone parent and/or without a spouse for so long is very hard. The Internet helps with keeping in touch. But trust me, the separation is difficult, and no amount of money can make up for their absence.

**Sylvie Delwalde,** Ottawa

## Mixed acceptance

**My experience** as the mother of two mixed-race children is very different from Anne Marie Aikins's ("My son's black heritage," Over to You, Feb. 19). My kids have a healthy outlook. They

## Correction

**A Canada Note** in the Feb. 26 issue stated incorrectly that Prime Minister Jean Chrétien lobbied Michel Vennat, president of the Business Development Bank of Canada, for a loan for a friend, Yvon Duhaime. In fact, Chrétien's representations were made to Vennat's predecessor, François Beaudoin.

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see, in their own extended family, two distinct cultures that bring the best from each to the table. There's no emphasis of one culture over another, and neither my husband nor I is militant about preaching where we came from. Maybe that attitude of forcing upon your child an aspect of their heritage (as well as forcing it upon others) is what draws the negative attitude from others.
**Marion Wynter,** Toronto

**One can** only hope that Anne Marie Aikins's son, Haille, will not be seriously injured one day by the rather large chip falling from his mother's shoulder.
**Jack Churchill,** Oshawa Ont.

## Votes from the West

**While the prospect** of Alberta separation is less than remote, the feeling is real, and as an Albertan, I was overjoyed at the fact that a national newsmagazine was reporting on the lack of attention that Alberta gets nationally ("Alberta bound," Cover, Feb 12). That was until I picked up your next issue and read the editorial from Managing Editor Geoffrey Stevens ("They don't want to be poor again," Feb 19). In the closing comments, the article states that we should not put all of our eggs in the no-hope Canadian Alliance basket. You had done so well to hide your eastern ignorance and/or envy, but it finally came through. The East will never realize that our only chance for a government that will hear all the country, coast to coast, is with the Alliance because it is a grassroots party.
**Jason Thomas Maynes,** Edmonton

For more letters
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## Love him, hate him

**Congretulations to** Allan Fotheringham for his aggressive exploration of minimalist journalism. His Feb 12 column ("Basking in readers' love") elevates him to being undisputed master of the genre. When one subtracts the letters and quotes written by other people and removes his simple intros to each, his net contribution to the back page consists of just 48 words of sarcastic thumbing of the nose at those who have read his columns and dared to take exception to them. Alas, he has pushed his avant-garde, journalistic sparseness to the point where I feel the only way he can further improve himself is to present the reader with a completely blank page. The readers will no doubt find it an improvement also. How much are you paying this guy?
**Roy Collver,** Calgary

**I laugh** and congratulate Allan Fotheringham on a job well-done. With all the angry letters he appears to receive, it seems that he has done exactly what a writer of a column is supposed to do: provoke discussion and thought. Chances are that if you find yourselves upset at what he writes, he has a valid point.
**Andrea Loken,** Ottawa

## Gun-control follies

**Finally, you are** waking up to the follies of having government try to control something as fundamental as a hunting rifle/shotgun ("Armed, angry and defiant," Canada, Feb 19). These tools may have little use in downtown Toronto, and like a fishing rod or chainsaw, they may not get much use, but it is comforting to know they are there and you know how to use them. I purchased a Lee-Enfield rifle at Simpsons-Sears in Ottawa in 1971 for $19.95. With only a driver's licence to prove I was 16, I simply plunked down the cash and left the store with it under my arm. Woodchucks became scarce at the Nepean, Ont., farms where I was welcomed. There are at least a million of these old Enfield workhorses out there. Does anyone really believe that more than a handful will ever be registered with the government?
**Bert van Ingen,** Ottawa

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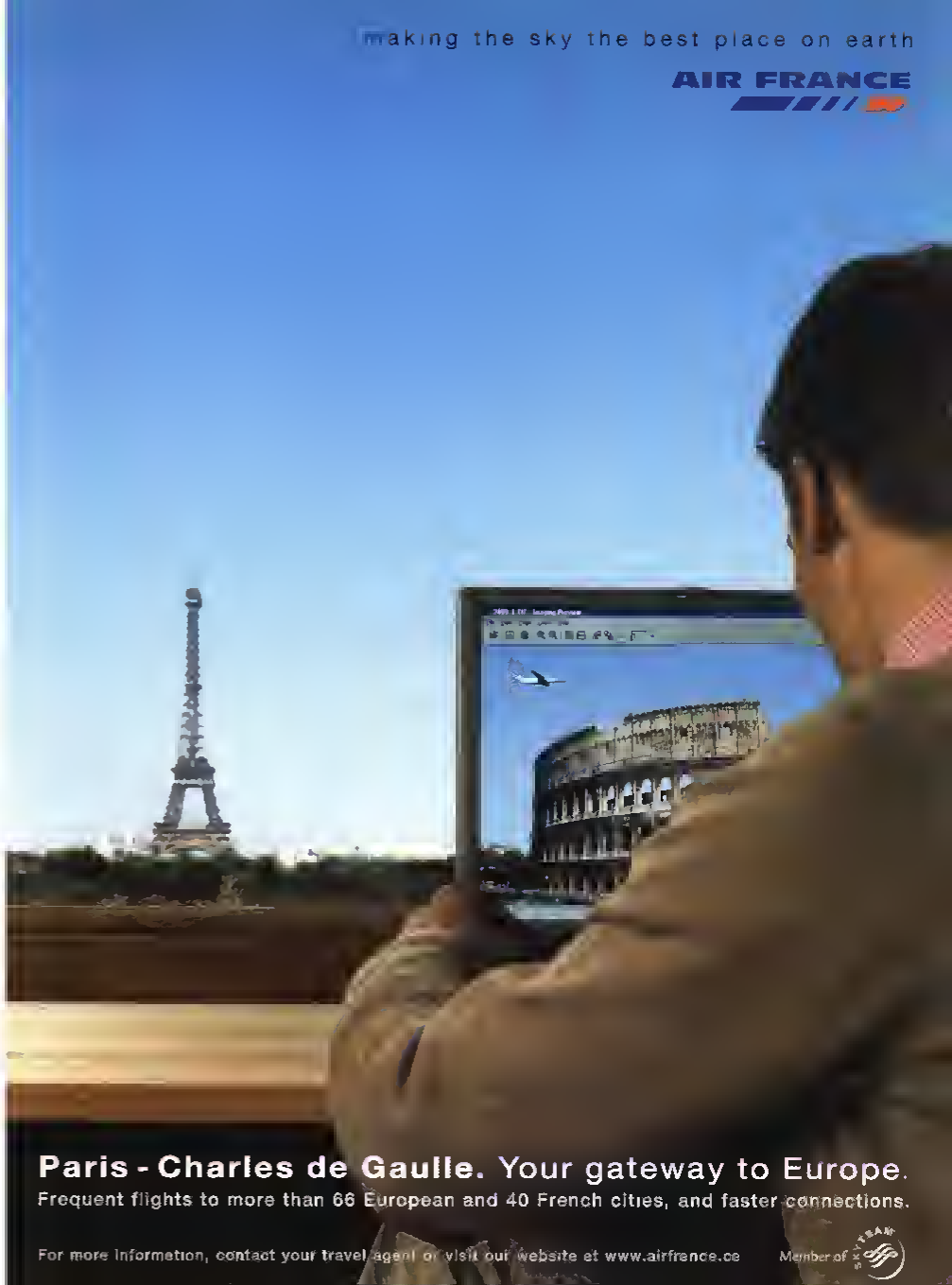
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Over to You

Rosa Hwang

# Not my new year, thanks

Every Chinese new year, which comes on our calendar about a month after the Western equivalent, some Caucasian acquaintances inevitably offer wishes for a fruitful year. In their best "See how culturally aware I am" voice, they ask how I plan to mark the Year of the Whatever Animal (this year it's the snake). One co-worker wanted to know how to say "Happy new year" in Mandarin. An acquaintance wanted me to say "Party on" in Cantonese. It's akin to being an ethnic circus act, asked to perform on cue.

There's one problem. I'm not Chinese. I'm a Korean-Canadian who celebrates the new year on Jan. 1, like most people. While it's true that some Koreans celebrate Chinese new year, I'm not among them. Of course, these friends and colleagues don't know that. They assume I'm Chinese—so I accept their new year's felicitations with a thumbs-up. Given that the Chinese are a resourceful, intelligent people, I could do worse than be mistaken for one. I've also been confused with Japanese, Vietnamese, Filipino, Taiwanese, Malaysian, Cambodian, Laotian, Hawaiian and, in rare instances, Inuit. Years ago, I carefully corrected such misconceptions, and patted myself on the back for helping all those well-meaning, but ignorant, white people. But I gave up the effort to educate every ethnically confused Caucasian: there were too many.

At the risk of sounding like a Korean Norma Rae—standing on a table, proclaiming solidarity with my Asian brothers and sisters—the time for blissful ignorance has passed. So has my due date for compassion in that regard. Why do people assume I'm Chinese? Because Canadians are more familiar with them than other Asian groups. The Chinese helped build our national rail line, and have been here longer than Koreans. That's why we have Chinatowns, not Koreatowns. And there's another reason: to the untrained, non-Asian eye, it's difficult to tell us apart physically.

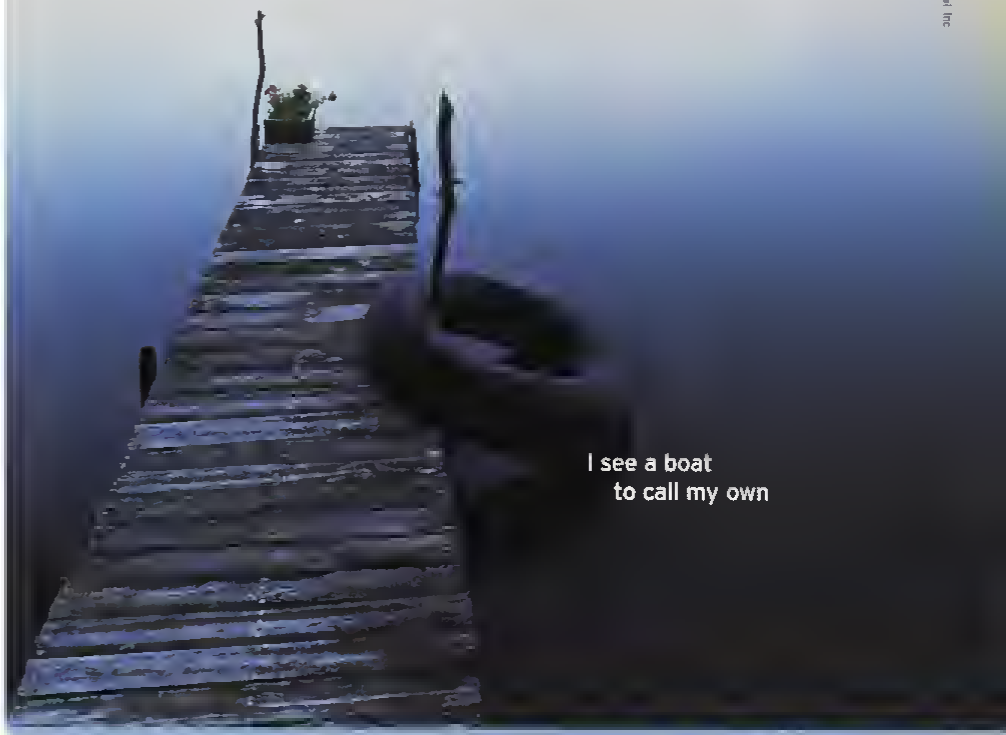
So if people don't know, why not ask? Because we've made it unacceptable for Caucasians to ask: "Where are you from?" They either get a flippant response—"I'm from Canada. Where are you from?"—or an awkward answer such as "I was born somewhere else, but I've been here since I was a baby so I have citizenship"—meaning "I'm not an illegal migrant." Sometimes they even get a philosophical response: "Are any of us really from anywhere?"

What's the big deal? Well, ask any Canadian mistaken for an American. Or a New Zealander mistaken for an Australian. Or you could have asked my grandfather, who took his visceral hostility towards the Japanese for the occupation of Korea (1909 to 1945) to his death. While other grandfathers offered advice such as "Love conquers all," mine warned me never to buy a Japanese car. (Sorry Grandpa, I own a Nissan.)

Herding all Asians into a single mixture diminishes every hyphenated Canadian. If the melting pot is overcooked, you don't taste the ingredients. We use tolerance as a security blanket, but tolerance doesn't lead to appreciation: rather, it implies ambivalence. To be tolerant does not celebrate our ethnic diversity. And ignorance, even if not blissful, will persist.

If ignorance persists, in the end, we're all Chinese—or presumed to be. So the next Chinese new year, when someone asks me for a good ginger beef recipe, I'll smile—and hand them a recipe for kimchee instead.

*Rosa Hwang marks every Dec. 31 in Calgary. Guest submissions may be sent to* overture@macleans.ca *or faxed to (416) 596-7730. We cannot respond to all queries.*


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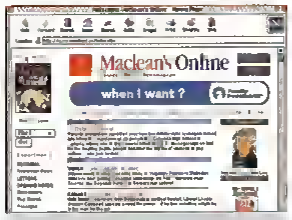



Essential reading for every Canadian student and parent, *The Maclean's Guide to Canadian Universities and Colleges 2001* is an indispensable tool in making one of life's most important decisions. The 352 page guide, due in bookstores on March 5, offers an unprecedented look at educational options across the country, from small universities to research powerhouses, art colleges to community colleges, CEGEPs to technical institutes. Taking the reader into the classroom, it explores unique programs at every level, from diploma to postgraduate. Beyond the classroom, Campus Confidential offers a wealth of insider information from current undergrads: what makes their schools tick, and what ticks them off.

For those weighing their financial options, the guide offers key information on loans and residences. To help students make the learning-earning connection, there is a comprehensive listing of co-op and internship opportunities. For all, there is an 83-page directory of entrance scholarships across Canada.

'Choosing a school should be more than just an educated guess,' says guide editor Ann Dowsett Johnston. "More than ever before, students need to find a learning environment where they can flourish and grow."

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# Overture

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Edited by Anthony Wilson-Smith
*with Shanda Deziel*

OVER AND UNDER ACHIEVERS

## (Sour) grapes of Roth

*Bad news bared! The remains of Day! Play (politics) at the YMCA! Eric sees red!*

**John Roth:** So $47 billion of Nortel wealth vanishes overnight. So JDS Uniphase Corp. loses $1.5 billion off their $4.5-billion deal with Nortel within 48 hours of its closing. So Roth telegraphed concerns to some in advance—*before* JDS deal. So does Nortel CEO show remorse? *Nooooooo!*

**Stockwell Day:** Every time it feels like his troubles can't get worse, they do.

**Parliamentary etiquette:** Joe Clark as Joe McCarthy? Brian Tobin as Pinocchio? The PM as Richard Nixon? Even the quality of political insult these days is insultingly low.

**The intl YMCA:** Sends a five-person delegation to the Middle East, which recommends others "take the side of the oppressed Palestinian people." (The Canadian Y has protested.) Here's a suggestion: we won't go to the UN to run laps and lift weights if the Y...

**Eric Lindros:** Stays benched. Downside for Canadians in other areas—that's one less reason to dislike Toronto.

**Napster:** Now, troubled company wants users to pay to download music from Web. Users to Napster: you must be asleep at the switch.



*The famous choke hold: the sequel, by Aislin*



*Entrant Maria Brandkvist chose this spot at Lake Louise, Alta.*

## Our best places to climb up, get down, stay cool

*Last summer, many young Canadians backpacked through their own backyard. **Lucy Izon**, a Toronto travel writer, held a contest encouraging Canadians from 18 to 26 to explore the country and report examples of cool locales. More than 100 travellers participated and winners received vacation packages. The material submitted creates a travel log for youth that can be found at* www.canadacool.com. *Some highlights:*

**Cool Scenery:** Cape Spear, Nfld., to watch the sunrise before everyone else in the country.

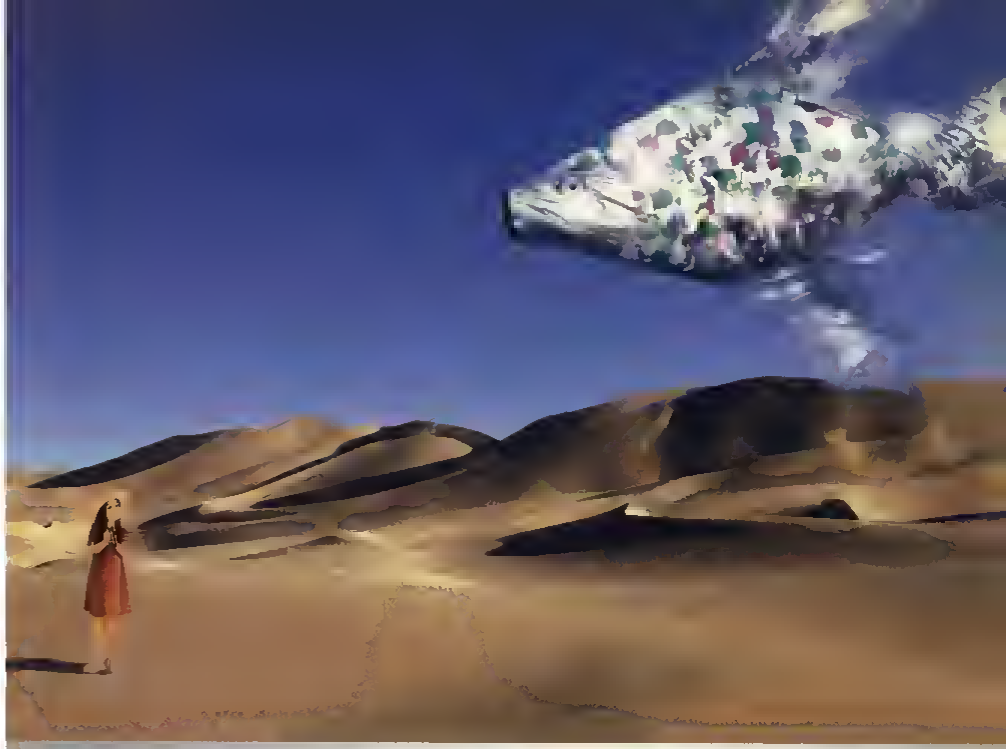
**Cool Nightlife:** Sugar nightclub in Victoria, which is known for its disco ball—the largest in North America.

**Cool Tourist Site:** The Sugar Shack in Ile d'Orleans, Que., to learn about Quebec culture and maple syrup.

**Cool Outdoor Activity:** Canada Olympic Park luge in Calgary and hiking in Whistler, B.C.

**Cool Accommodations:** Lake Louise International Hostel for its incredible view and Ottawa International Hostel—a former jail.

**Cool Museum:** Medicine Wheel ceremony at the Oak Hammock Marsh near Winnipeg and the Cape Breton Coal Miners' Museum in Nova Scotia.

# That tie is still hanging around

According to **Rudy Prins**, one of the best ways to meet the world's rich and famous is as a hotelier. The Belgium-raised Prins, who came to Canada in 1959, started as the assistant catering manager at Ottawa's Château Laurier. There, he gave comedian **Rich Little** his first contract to perform in the hotel's restaurant. He also ordered in a special bed for visiting French president **Charles de Gaulle** during his 1967 visit. But after de Gaulle's "*Vive le Québec libre*" speech, the general never made it to Ottawa. That same year, Prins was hired as general manager of the newly built Skyline Hotel. Some of his fondest memories involved **Pierre Elliott Trudeau**, who had his 1968 leadership headquarters at the Skyline, where he often welcomed dignitaries. "His aide would call and say, 'We're coming in through this door,' " says Prins. "But he never came through that door, so I was always waiting at the wrong one and then he'd be standing behind me saying, 'I'm here.' " In 1968, Prins attended the National Press Club dinner the night they honoured the prime minister. After Trudeau was presented with a tie, photographer Peter Bregg, then with The Canadian Press and now photo editor at *Maclean's*, caught him in a candid moment (above). Prins, who saw the photo being taken, convinced the prime minister to exchange ties and got him to sign it. "It was a special day," remembers Prins. "In those days, anything to do with Trudeau was a party...no matter where you were, if he showed up, it became a party."



*Prins today with the same tie. Trudeau was a party guy*

S.D.

## Overbites (overblown)

"Somebody said to me that he started as Joe Who—now, he's Joe McCarthy."
—**Jean Chrétien** disparages **Joe Clark** because of Clark's suggestions that the PM abused his influence in a case involving federal money loaned to an inn owned by a friend of the PM

"The Prime Minister cannot pass this off to Pinocchio."
—Clark, continuing his questioning, compares Industry Minister **Brian Tobin** to the famed figure of fiction. He later apologized

"...the leader of the Opposition..."
—The PM twice mistakenly bestows a new title on Clark

"The Prime Minister is looking more and more like Richard Nixon."
—Bloc Quebecois Leader **Gilles Duceppe** joins the game of making comparisons with late U.S. politicians

"This guy here is the leader of the Opposition! This guy!"
—**Deborah Grey** of the Canadian Alliance stands up for the real leader of the official Opposition, **Stockwell Day**

# *No Logo*? No way!

When does "no logo" become a logo? When a lawyer threatens to sue you for using it. Since its publication in 1999, *No Logo: Taking Aim at the Brand Bullies* has become a popular manifesto for activists. The book, translated into 10 languages, is an international best-seller. And its Toronto author, **Naomi Klein**, has become a star of the global anti-corporate movement.

Klein never trademarked her own *No Logo* title. She's happy to see her fans adopting it—from the rock band Radiohead, which considered naming a tour after it, to University of Toronto students who staged a "No Logo" orientation day banning corporate sponsorship. But recently Klein was shocked to get a letter from Arizona patent attorney **Tyson York Winarski** stating his client has dibs on the title. The letter claims the cover of *No Logo*'s U.S. edition—a parody of a Baby Gap ad showing a child with a "No Logo" patch—violates a trademark registered in 1988.




*"The following facts support our good faith belief that Picador USA, St. Martin's Press and you are infringing our client's trademark: 1) Jeff D. Myers is the owner of the 'No Logo' mark that is federally registered in the class of goods for 'adhesive-backed cloth patches for clothing,' 2) the book distributed by your publishing house shows a child on the cover wearing a cloth patch bearing our mark 'No Logo,' 3) the visual design of the mark 'No Logo' shown on the patch worn on the child's clothing is visually nearly identical to the federally registered trademark owned by Mr. Myers. ... It is our hope that we can promptly address this legal matter and endeavour to reach a business solution."*

In *No Logo*, Klein argues that, by colonizing common vocabulary, copyright laws stifle freedom of expression: "Whenever we try to communicate with each other by using the language of brands and logos," she writes, "we run the very real risk of getting sued."

No kidding.

Brian D. Johnson

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## PASSAGES


Peter Bregg/Maclean's

**Awarded:** Ballerina **Karen Kain**, 49, was named an Officier of the Ordre des arts et lettres—the highest arts and letters award in France. **Denis Bauchard**, France's ambassador to Canada, described Kain as "not only one of the greatest ballerinas Canada has produced, but one of the greatest dancers the world has known." Hamilton-born Kain was a principal dancer with the National Ballet of Canada from 1970 until her retirement in 1997 and is now its artistic associate.

**Died:** American producer and director **Stanley Kramer** made such movies as *High Noon*, *The Defiant Ones*, *Inherit the Wind* and *Guess Who's Coming to Dinner*. He helped launch the careers of **Kirk Douglas**, **Sidney Poitier** and **Marlon Brando**. He addressed such subjects as racism, war crimes and nuclear holocaust; his wife, **Karen Sharpe Kramer**, called him "a man who believed very strongly in social-conscience issues." Kramer, 87, died of pneumonia in a Los Angeles hospital.

**Died:** Popular French singer **Charles Trenet**, 87, was one of his country's most beloved performers for decades. He wrote nearly 1,000 songs—including hits *La mer (The Sea)* and *Que reste-t-il de nos amours (I Wish You Love)*. Trenet died in a hospital in Creteil, a Paris suburb, after a stroke.

**Jailbound:** Senator **Eric Berntsen**, 59, will turn himself in to a provincial jail in Regina this week after the Supreme Court of Canada dismissed his appeal of a previous fraud conviction. Berntsen will resign his seat before doing so, and forfeit annual income of about $80,000, but will be eligible for a pension of an undisclosed amount. Berntsen was convicted of fraud for making $42,000 in false claims on government expense allowances. He is one of 16 former politicians and caucus workers in Saskatchewan's Progressive Conservative Party from 1987 to 1991 to be convicted of fraud or breach of trust.

**Died:** Baseball Hall of Famer **Eddie Matthews**, 69, was the only person to play for the Braves in Boston, Milwaukee and Atlanta. Matthews and **Hank Aaron** hold the home-run record for teammates—863 from 1954 to 1966—and **Ty Cobb** once claimed that Matthews had a "perfect swing." He died of complications from pneumonia in a La Jolla, Calif., hospital.


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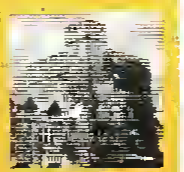
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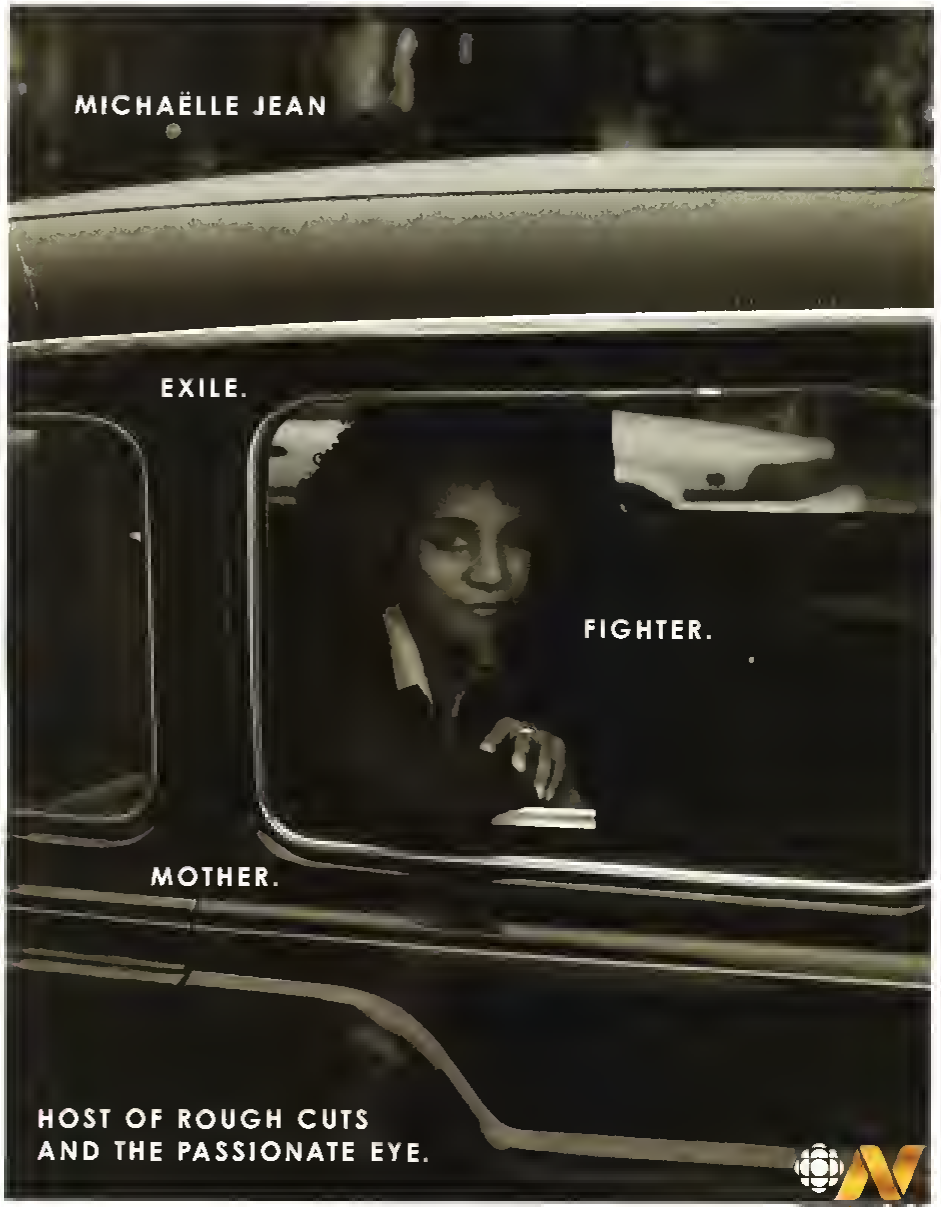
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Anthony Wilson-Smith

# Get mad *and* get even

A while ago, as much of Ottawa knows, Jean Chrétien and Joe Clark bumped into each other outside the House of Commons. It was, given their once-cordial relationship, not pleasant. The PM angrily referred to Clark's dogged pursuit of his role in a controversial loan made by the Business Development Bank of Canada to a longtime Chrétien associate. Clark's questioning of the PM's integrity was, said Chrétien curtly, something he would "never forget." No matter: Clark's focus on the issue has, since then, become even more intense.

One of many things that the PM and Clark have in common is that each man is seldom—perhaps never—troubled by self-doubt. That, and some other qualities they share, is what has made their present clash so personal—and inevitable. Both have made a career of being underestimated—the PM more willingly than Clark. While others wrote them off, both spent years plowing ahead doggedly, certain they would triumph in the end. Chrétien has done precisely that—while Clark seems to have reached a point where he'll settle for rescuing the Progressive Conservative party from its near-death status of the past decade. He'll do, it seems, pretty much anything to hog the media spotlight, including trying to have the RCMP investigate the affairs of a man he has known for more than a quarter-century. Don't mistake or underestimate Clark's intent: as a longtime public figure, he understands the gravity of tossing out the implied possibility of criminal wrongdoing involving a sitting prime minister.

**Forget policy and process; much of what drives politics is related to the personalities of party leaders**

But don't feel too sorry for the PM. His deliberate obfuscation about the manner in which he intervened with the BDC has helped drive the controversy this far down the road. And Chrétien sat idly by in the mid-'90s, while the justice department undertook a lengthy, fruitless and apparently pointless investigation into alleged "criminal activity on the part of a former prime minister"—Brian Mulroney. That controversy was only settled, under terms favourable to Mulroney, after he undertook a $50-million defamation suit.

All that serves to remind how much of political life is driven not by policy or process, but by personal foibles, likes and dislikes. In Mulroney's case, he and Chrétien detest each other, and it's fair to presume that affected the PM's behaviour. Chrétien had been in the business long enough to understand perfectly well that sometimes inaction is a form of action: by letting the justice department investigation proceed, despite its lack of evidence, Chrétien was tacitly permitting all the potential damage it might do to Mulroney's reputation.

In the case of Clark and the PM, the cause for animosity is less clear—except for their similar temperaments. As recently as a year ago, they seemed to get along well. Some Liberals, and even some Tories, suggest Clark once wanted Chrétien to give him an ambassadorship and was refused, but there's no evidence of that. Others say Chrétien has never forgotten that while Clark was external affairs minister in the Mulroney government, Raymond Chrétien, the PM's nephew and then a senior official in the department, was scapegoated in an immigration controversy and had his career briefly derailed.

Perhaps the final break came during last fall's election campaign, when Clark alternately became exasperated by the PM's stonewalling on various issues, and exhilarated by the discovery he could create headlines by bashing him. But Clark, despite his intensely partisan nature, isn't always so unforgiving with political opponents. Unlike many Mulroney-era Tories, he never took Lucien Bouchard's bolt from the party personally. Long after Bouchard became a reborn sovereigntist, Clark continued to refer to Bouchard as a close friend, and to reminisce warmly to others about the conversations they shared during long days together in cabinet or on the Hill.

Along with all that, there is the complex relationship between Bouchard—who formally left Quebec's national assembly last week—and Jean Charest, who has been sitting across from him as leader of the opposition. They were more than just colleagues in the Mulroney cabinet of the late 1980s. Bouchard was also a political mentor to Charest, who still remembers Bouchard coming over to his house and parking Charest's daughter, then a baby, on his knee. When Bouchard broke with the Tories over the Meech Lake accord in 1990—citing, as one reason, the findings of a constitutional committee chaired by his onetime protégé—Charest was devastated. Though Charest normally avoids personal attacks in politics, he thereafter made occasional exception for Bouchard. But despite the enormous divide in their views of Canada, the relationship has grown more civil again over the years. In private conversation, Charest talks of "Lucien," and there are times when a continuing form of affection is obvious. When Bouchard stepped down, Charest gave a generous tribute, concluding: "Dear friend, good luck."

At one level, it seems kind of silly: people with dramatically different views of the future of the country go out of their way to be nice, while politicians like Clark and the PM—whose views on most policies aren't really that different—are at loggetheads. On another level, it's understandable. As the legendary U.S. politician Tip O'Neill famously said: "All politics is local." He was partly right. In the end, politics is also intensely personal.


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# THE $70,000 QUESTION

By John Geddes in Ottawa

## A controversial donation to the Canadian Alliance party leaves Stockwell Day twisting in the wind

Ezra Levant, Stockwell Day's new communications director, sums up what has made life miserable for the Canadian Alliance leader lately in two bland words: "clerical error." But if that's all that lies behind the uproar over a $70,000 donation to the Alliance, it might be the biggest political controversy ever sparked by a simple mix-up in paperwork. At issue is the appearance that the generous contribution was made by Bennett Jones LLP, a big Calgary law firm, just before the firm collected more than $300,000 for representing Day in a high-profile lawsuit settled in mid-December. The problem for Day is that those hefty legal fees were paid by the Alberta government—or, as the Alliance leader's tormentors prefer to put it, the Alberta taxpayer—because Day had been sued over a letter he wrote when he was still a provincial Tory cabinet minister in Premier Ralph Klein's government.

Any suggestion of an improper link between the big taxpayer-funded payday for Bennett Jones and the large contribution to the Alliance was strongly denied. Both the firm and the party said the donation did not even come from Bennett Jones. They said the real benefactor was a senior partner at the firm, William Britton, who had not worked on the Day defamation lawsuit. Just who was giving the money was in doubt, at least partly because the contribution came in the form of a Bennett Jones trust account cheque on which Britton's name does not appear. As a result, the Alliance sent a receipt to the firm, not the man. "The receipt went out to Bennett Jones on Jan. 19, which looked kosher, because the cheque said Bennett Jones on it," explained Levant. "But then Bennett Jones got the receipt and said, 'Hang on, it wasn't our money, it was Bill Britton's money.'" With the "clerical error" caught, according to Levant, all that was left to do was to make sure a second receipt could be issued to Britton without violating any federal party-financing rules.

If only. Day's supporters must be wishing it were really that simple. In reality, the situation seems far murkier—and potentially more damaging politically. Day's own discomfort was all too evident last week when he pleaded with journalists not to ask any more questions on the issue through a tense news conference on Parliament Hill. And in fact the party's national council, far from dealing with the matter as one that could be fixed by merely writing a new receipt, held an emergency conference call to discuss the question and then assigned a four-person panel to look into it further. By the end of last week, the party had still not issued a replacement receipt to Britton, even though Bennett Jones asked for one on Feb. 5. Evidently, the notion that it was nothing more serious than an error was not being accepted—at least, not without more investigation—by the party's senior ranks.

In fact, top Alliance officials told *Maclean's* there were fears inside the party that the big contribution would turn into a problem long before the story broke on CBC Newsworld on Feb. 16. Ken Kalopsis, co-president of the Alliance, said in an interview that the party's executive director, Glenn McMurray, first saw the potential for embarrassment—or worse—soon after the Alberta government bowed to public pressure and on Jan. 16 released a detailed cost breakdown of the Day lawsuit settlement. Just two days later, McMurray issued the receipt to Bennett Jones for the $70,000, one of the richest donations the party had ever received. That contribution would eventually have to be made public, since federal law requires parties to disclose every June the sources and amounts of all contributions over $200 from the previous year. McMurray was worried about how the conspicuous Bennett Jones donation would be viewed in light of the big legal fees the firm was now known to have raked in for handling Day's lawsuit.

Still, Kalopsis stressed that McMurray never suspected actual wrongdoing—he just recognized the likelihood of horrible optics. "The Canadian Alliance is a political party, so a perception can sometimes become a problem," Kalopsis said. "Glenn saw that and thought that there might be a concern." McMurray relayed his fears to Day's office in Ottawa and to a senior partner at Bennett Jones—Bruce McDonald, who also happens to be one of Day's top fund-raisers and co-chairman of the Canadian Alliance Fund. It was McDonald who, in a Feb. 5 letter to McMurray, tried to straighten things out by explaining that Bennett Jones was returning the original receipt and asking for a new one to be sent to Britton, whom he now identified as the original source of the money.

Some clerical error. One member of the Alliance's national council, who asked not to be named, said the party's big concern now is to make sure there is no potential for this issue to resurface later in the form of an investigation by Elections Canada, which oversees federal political financing rules. The council wants airtight assurances, preferably backed up by documents, that it was Britton, not the firm, who was making the donation from the outset, and with his own money, not on behalf of anybody else. The Canada Elections Act clearly forbids anyone from acting as a front for an anonymous party supporter or trying to disguise a contribution's true source. "No person or entity shall make a contribution to a registered party that comes from money, property or the services of another person or entity," the elections act states.

Another complicating factor is what



*Clark: taking the spotlight away from the Alliance leader*

appears to be the unusual use of a Bennett Jones trust account to make the contribution. According to Alberta's law society, which is looking into the case, such trust accounts are generally to be used only to hold money belonging to the firm's clients. But Bennett Jones managing partner Bill Rice said in an interview there is no doubt in this instance about whose funds the cheque drew on: "It was Mr. Britton's money."

But it is Day's headache now. Even if it amounts to nothing more, last week's furor was a prolonged reminder of the original lawsuit against him and the fact that the Alberta government had to spend $792,064 to settle it. That case both raised doubts about Day's judgment (he was sued over a letter he wrote to a Red Deer newspaper criticizing a local lawyer for the way he defended a pedophile charged with possession of child pornography), and dented his credibility as a champion of the taxpayer, since he allowed the provincial government to foot his legal bill. And the timing of the latest controversy demoralized many Alliance MPs. Their leader was put on the defensive just when Progressive Conservative Leader Joe Clark was turning up the heat on Jean Chrétien over the Prime Minister's lobbying of the federal Business Development Bank for a loan to the Auberge Grand-Mère, a hotel in his home riding of St-Maurice, Que., owned by a friend, Yvon Duhaime. While Clark took a turn as the star attraction of Question Period—to the point of being dubbed the leader of the unofficial opposition—Day was hardly in a position to take his own shots at Chrétien's ethics. Instead, the official Opposition leader was left doggedly trying to attract attention to his claims that Liberals are not doing enough to fend off an economic slowdown.

Levant, a former editorial board member at the *National Post* who had just begun working as Day's chief message-manager when the contribution controversy erupted, insists his new boss is content to stick to economic policy. "Ten thousand jobs cut at Nortel means a lot more to Canadians than some inside-Parliament intrigues," he said. "The issue of 2001 is going to be the economy." The question now is whether Day can convincingly mount an offensive on what he is clearly trying to stake out as his Big Issue, recession prevention—and in the process make his shaken Canadian Alliance party forget that he has spent most of his time since last fall's election on the defensive. m

## An improbable time for a rapprochement

Joe Clark is the most impassioned figure on the floor of the House these days. Stockwell Day has been knocked back on his heels by controversy over a contribution to his party. Is this the moment for Clark's Conservatives to start looking seriously at a rapprochement with Day's Canadian Alliance? Strange though the timing might seem, that is exactly what rank-and-file Tories are being asked to consider by their party's brass. Tory national director Susan Elliott says that over the next three months, PC riding associations across Canada will be asked to hold meetings to debate various options for co-operating with their estranged conservative cousins—from working with the Alliance in Parliament, to holding a joint policy conference. "We've had a tendency to fall into a pattern of saying we can do nothing or we can merge," she told *Maclean's*. "But the reality is there are dozens of options between those two extremes."

Still, Elliott admitted the party is asking its members to consider ways of edging closer to the Alliance just as many Tories are saying: "Who needs 'em." Clark has rallied his caucus with his in-your-face attacks on Prime Minister Jean Chrétien over federal money that flowed to the Prime Minister's riding—even though last week the RCMP said there is no basis for a criminal investigation and the federal ethics counsellor ruled earlier that Chrétien had broken no rules. Day, in sharp contrast, is looking wounded after a disastrous news conference last week in which he indignantly insisted that reporters should stop asking him about a contentious $70,000 donation to his party. But, Elliott noted: "That's just a snapshot of where we are now, and in politics things change. I think our members will be able to look beyond today and see the long-term picture."

In other words, despite the favourable attention their leader has been getting recently, Conservatives remain all too aware that Clark's caucus numbers only 12—the bare minimum of MPs needed for official status in the House. And Day, despite looking beleaguered, still leads an official Opposition with 66 MPs. So while the Alliance leader may not look like an attractive ally these days, Tories who see political strength in numbers might still decide it is time to start closing the divide on the right.

J.G.





*Pearson (right) with the Blues in Switzerland, 1922. tradition*

# On frozen ponds

**By Michael Talbot** in Oxford

Shortly before Christmas, 1972, former prime minister Lester Pearson, with only a few weeks to live, gave his old pal Roland Michener, then the governor general, a special gift. It was a token of their long friendship—a framed photo of the two men, as graduate students 50 years earlier, posing in hockey gear. They are smiling at the camera, members of the Oxford University Blues ice-hockey team. Pearson even doctored the photo, taken on Christmas Day, shortly before the 10th Varsity Match against traditional archrival Cambridge University. As a symbol of their close ties, Pearson had his other teammates airbrushed out of the shot.

Oxford won that day, 7-1, and this March 10 takes a 54 wins, 24 losses and two ties record into the 81st Varsity Match at Cambridge's home rink. For Oxford's mostly Canadian players through the years, the now annual match is the equivalent of the Stanley Cup final. Game 7. "It is a unique life experience," says Mark Harper, a Waterloo Region secondary schools co-ordinator, recalling his time with the 1997 Blues. "There is nothing, thank God, quite like the Oxford hockey experience."

**The Oxford hockey team is steeped in history**

For that experience, Oxford players put up more than $1,000 to skate and tour each season. But there is something else, as Stoney Creek, Ont., science teacher—and former NHL hopeful—Neal Shaw recalls. "I knew Oxford was different when four players began arguing the proper use of 'pejotative' on the team bus."

But what most distinguishes Oxford hockey is a remarkable list of former players—a virtual Canadian who's who of politics, academia, law and business. It all began with a match on the frozen lake at St. Moritz, Switzerland, in 1885—only the score, Oxford 6, Cambridge 0, survives. However, it was a group of later Oxford Rhodes Scholars, denied the opportunity to play to prevent a drubbing of Cambridge, that really opened this little-known chapter in Canada's history. Established in 1905, the Oxford Canadians became the first hockey team to represent Canada wearing the Maple Leaf, winning the inaugural European championship in 1910. "The Maple Leaf boys," as 1911 team captain Gustave Lanctôt (Dominion archivist, 1937 to 1948) wrote at the time, helped "Canadian hockey leap from comparative obscurity to a brilliant position among European winter sports."

The first Oxford Canadians reunion dinner was planned for 1916, but the First World War intervened, turning students into soldiers. Ninety per cent of Oxford's 3,000 students perished. Among the dead was an original 1905 Oxford Canadian, Maj. Talbot Papineau, killed at Passchendaele in 1917, "the tragic hero . . . the Pierre Elliott Trudeau who never was," as Sandra Gwyn described him in her evocative social history *Tapestry of War*.

After the war, Pearson and Michener's team won the first-ever Spengler Cup (the European Club championship) in 1923. Future NHL president Clarence Campbell captained the club a few years later, and another dominant team in the early 1930s, including future Bank of Canada governor James Coyne and Supreme Court justice Ronald Martland, ned the World Champion Boston Olympics.

Since the Second World War, the growth of professional hockey in Britain has pushed Oxford out of its dominant role. Still, the team continues to be a fertile ground for future success. Postwar Blues include former Saskatchewan premier Allan Blakeney, and Ian Macdonald, the former York University president who is Oxford's all-time scoring leader with 135 goals in 48 games.

While today's Oxford Blues may not hold the torch as high as their predecessors, the hockey continues as a pretext for friendships that endure after the skates are hung up. As 1999 veteran Blue and current PhD law student Mark McGaw observes: "The Stanley Cup? It's not the path we chose." m

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# Winnipeg's Pride

**By Rae Corelli**

A chill winter wind blows some candy wrappers across Winnipeg's City Hall square while, in his office, Glen Murray talks about downtown redevelopment, free trade, city-power and the halfway point of his third year as the only gay mayor of a Canadian city. In a dark blue suit and open-necked shirt, he is amiable and garrulous, a 43-year-old left-wing easterner entrusted with the future of a historically socialist and aging city. The municipal issues he faces are formidable but contemporary; his sexual orientation, on the other hand, has challenged him since he became aware as a Montreal teenager that he was more attracted to boys than to girls. "I was terrified," he recalls. "I played sports, soccer, hockey and so on, and I remember my father, when he found out I was gay, saying, 'You can't be gay, you play football.' "

But his game of choice turned out to be politics. In 1985, Murray, by then open about his homosexuality, wound up in Winnipeg as a Canada Post communications officer. A short while later, appalled by the early and often unrecognized inroads of AIDS ("I had friends dying of diseases for which we didn't yet have names"), he quit and went to work, first as an education co-ordinator and later as director, at the Village

## The city's gay mayor is confronting challenges with ambitious plans

Clinic, a walk-in AIDS help centre that counselled those most at risk—young gay men, prostitutes and IV drug users. "I was the 'condom guy,' the guy who did condom education, that's what I was famous for," Murray says. "I used to go all over teaching safer sex, promoting personal responsibility in relationships." On visits to Europe and Africa he studied community-based AIDS programs. Back home, he visited dying victims, supported young men when the moment came to tell their parents they had become infected, talked about fear and how to control infection. Says Murray: "There were endless discussions about shared toothbrushes, you name it."

One night in 1987, he says, he had a conversation that probably set him on the path to politics. "I'd been volunteering, taking food to people, and I'd just met this guy, Jim Farley, who was in the last few weeks of his life. We used to talk and he would challenge me by saying things like, 'Why are you alive?' and 'What are you going to do with your life?' I said I didn't know but that I really liked cities and governments, that I'd like to see legislation that protected gay and lesbian rights. So he said, 'Well, why aren't you doing it? When you die, what'll they put on your tombstone? He worked for the post office?' "

Two years later, the city councillor in Murray's ward announced his retirement, and Murray, long concerned with neighbourhood problems such as crime and preserving old homes and small shops, remembered Farley's words. "I was scared to death when I announced I was running," Murray says. "I'd tell myself that I couldn't do it, that no one would vote for me. Who's going to vote for a gay person in Winnipeg?"

Thousands, as it turned out—he got about 40 per cent of the vote, defeating two prominent businessmen. His enthusiasm for the job was readily and often apparent; in 1996, he cycled 2,800 km from Winnipeg to Atlanta as part of a team for Habitat for Humanity, an organization championed by former U.S. president Jimmy Carter to help build homes for families in need.

Then, on Oct. 28, 1998, opposed by the Christian right and *The Winnipeg Free Press*, he beat merchant Peter Kaufmann by more than 10,000 votes to become Winnipeg's 41st mayor—and the only labour-endorsed one since 1942. (*Free Press* editor Nicholas Hirst says the newspaper would likely endorse Murray in a rematch.) Last October, the federal Liberals invited him to contest the riding of Winnipeg South Centre, held by retiring foreign affairs minister Lloyd Axworthy, but Murray declined. "Winnipeggers made a remarkable commitment to me," he says, "and I haven't yet done the job they elected me to do."

He inherited a daunting task. Winnipeg's debt of $1 billion is the highest of any major city in the country. Eaton's has gone and scores of retailers have abandoned the downtown streets for malls—underground and suburban. Blocks of boarded-up and derelict buildings share the inner city with some of the finest examples of century-old commercial architecture in Canada.

The city depends on commercial and residential property taxes for more than 60 per cent of its revenue—a figure not drastically out of line with most urban centres—but its housing prices are among the lowest in the nation. Unemployment is low, but the population has stayed about the same for most of the 1990s. Thirty years ago, Winnipeg was the country's third-largest city. Today, it ranks eighth with a population of 670,000. No matter, Murray says: "I've lived in Montreal, Toronto, Calgary and Ottawa and no city gets under your skin like this one does." Hirst takes a less romantic view. "This is an old city, and for university graduates it's like, well, there's a bright blue yonder out there, let's leave," he says. "Winnipeg is the place that everybody's famous for coming from, not going to."

Murray was an exception to that rule—he got famous by coming, not going, and he insists that things are starting to look up for Winnipeg. He has persuaded a divided city council to put a freeze on borrowing and recruited business leaders to join in a downtown redevelopment program that will offer tax breaks to investors in historic buildings. Property taxes will be cut by two per cent a year for the next three years, and Murray is backing plans for an entertainment and retail complex in the old Eaton's flagship building. In early November, he announced that the city and the Manitoba government would collaborate on building a $30-million downtown campus for Red River Community College that will accommodate 2,000 students. "Among Winnipeggers," says Murray, "we've gone from being the least popular of the three levels of government to the most popular."

Still more ambitious is his vision of the city's future. The number of information technology companies in Winnipeg has tripled since the mid-1990s, and Murray envisages the city becoming a kind of Internet crossroads, anchored by CanWest Global Communications Corp., the broadcasting and publishing giant, and powered by Manitoba Telecom, which announced in September that it would spend $300 million to create the fastest Internet service in the country.

As the hinge between the westbound Trans-Canada Highway and the north-south interstates of the U.S. Midwest, says Murray, Winnipeg has benefited from a fivefold increase in trade since the North American Free Trade Agreement, most of it with the United States. "That really positions us to be a global city," he says. "By the year 2010 we will be the greenest, leanest, most profitable, most prosperous city on this continent."

But even prophecy sometimes has a downside. Murray's critics on city council and in the provincial government say they wish he would be less visionary and more practical, that he pushes too hard, that his agenda is seemingly limitless, that he is difficult to deal with and gets low marks as an implementer. "I like to start and create things and make changes and see them through to their conclusion, but I'm not into maintenance," the mayor admits candidly. "Part of the problem in municipal politics is that it gets a little boring."

It may be about to liven up. Murray has invited the mayors of Montreal, Toronto, Calgary and Vancouver to meet in Winnipeg in mid-May to talk about strategies for wresting greater power from the federal and provincial governments. U.S. cities, says Murray, have far more autonomy and access to revenues such as sales taxes. "We have to rewrite the entire authority of cities," he says. "We're going to talk about charter cities really seriously. Wouldn't it be nice if cities were as protected from provincial interference in their affairs as the provinces are from the federal government?"

As it is, Murray says, "if I want to change the way we enforce bylaws or put red-light cameras at intersections, I have to go to the provincial legislature. Provincial governments always love to change things. They monkey around with cities every time they want to distract the voters." Yet that kind of confrontation is not the worst part of politics, Murray says. "The worst thing is politicians who aren't fun. We're a bit in the entertainment business. Whoever called this stuff political science was never involved in it, because it's an art, not a science." m



*Murray: 'Winnipeggers made a remarkable commitment to me'*

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## Angry words

Critics lambasted the youth wing of the Bloc Québécois over its submission to a Quebec commission studying the status of French in Quebec. According to the document, immigrants are weakening the French language and diluting Quebec's identity. "Minority rights must not spell the defeat of the majority," the submission declared. BQ Leader Gilles Duceppe quickly distanced his party from the brief.

## Stuckless goes free

Convicted Maple Leaf Gardens pedophile Gordon Stuckless, 52, was released from the Pittsburgh Institution in Kingston, Ont., after serving the mandatory two-thirds of a five-year prison term. But prison officials said he had been sent to a secret location because of threats against him.

## Bouchard says goodbye

Lucien Bouchard spent his last day in the Quebec national assembly listening to tributes from political friends and foes alike. Among those wishing the premier well was Liberal Leader Jean Charest, a former friend during their days as members of the Mulroney cabinet. The two fell out over changes to the Meech Lake accord proposed by a commission headed by Charest.

## Bitter custody battle

Nadia Hama, the Vancouver woman whose 18-month-old daughter, Kaya, slipped from her arms and survived a fall from Vancouver's Capilano Bridge in 1999, testified at her divorce settlement trial that she accidentally dropped the child after twisting her foot. Hama and her fifth husband, lawyer Kjeld Werbes, are in a custody battle over their two children. Werbes left Hama two months before Kaya was born.

## A Métis victory

The Ontario Court of Appeal dismissed charges against a Métis father and son of hunting moose out of season, and ruled that the Métis have the same hunting rights as other aboriginal people under the Constitution. Observers said the court's decision is likely to have an impact across the country.



# Dropping the gloves over Eric

**It was a classic case** of hockey rage, although this time it boiled over from the boardroom, not the blue line. On one side, Toronto Maple Leafs coach and general manager Pat Quinn, former tough-guy defenceman. On the other, Philadelphia Flyers general manager Bob Clarke, of the infamous Broad Street Bullies. In the middle, oft-concussed centre Eric Lindros, a superstar with the unnerving habit of agreeing to apply his skills only for teams of his choosing. Cleared in November to play hockey again after his sixth reported concussion, the Flyers' ex-captain said he would suit up only for the Leafs. That's when the expletives hit the fan.

After months of negotiations—and while the Leafs slid from first to seventh place in their conference—Quinn felt he had a deal. But at the last minute, Clarke backed out, questioning the health of one of the Leaf players in the deal and wanting instead Tomas Kaberle, the team's best young defenceman. Quinn berated his Flyer counterpart for bad faith. Clarke responded with a profanity-laced tirade. And the Lindros family briefly considered a lawsuit to try to break the $8-million-a-year contract with Philly, raising the question: with the March 13 trade deadline approaching, is there time to kiss and make up?



*Lindros: a deal that suddenly collapsed*

# 'I was told to quit with the theatrics'

**Two inquiries** were under way at the Royal Inland Hospital in Kamloops, B.C., after a mother who gave birth on Feb. 10 said she was ignored by staff. Angie Clausen, whose daughter was not due for another six weeks, was admitted to the hospital after her water broke. When she went into labour and asked for help, she said, "I was told to shut up because I was disrupting the other patients. I was told to quit with the theatrics because this wasn't real labour." Clausen says she got medical attention only after a student nurse checked on her six hours later.

## Awaiting a verdict

**After four weeks,** the sexual assault trial of champion boxer David Hilton Jr. wrapped up in Montreal with Judge Rolande Matte saying she will deliver a ruling on March 16. Hilton, who won the World Boxing Council super middleweight crown in December, is charged with the persistent sexual abuse of two sisters, now aged 16 and 17, between 1995 and 1998. In often lurid testimony from former girlfriends, the court heard that Hilton could not have sex without wrapping an elastic band around one of his testicles to keep it from retracting. His defence was based in part on the fact that neither of the girls testified about ever seeing that. Hilton says their story is fabricated.

# WORRYING ABOUT MISSILE DEFENCE

## Washington wants a missile defence shield. China and the Europeans say no. Canada may end up caught in the middle

**By Julian Beltrame** in Ottawa

Prime Minister Jean Chrétien's gaffe underscored the bind Canada finds itself in. With British Prime Minister Tony Blair in Ottawa last week, in part to discuss a U.S. scheme to build a futuristic shield against nuclear missile attacks, Chrétien told the House of Commons that President George W. Bush "will not proceed" with the plan over the objections of NATO, Russia and China. If true, that would make a lot of people breathe easier. Most European nations oppose the costly and controversial scheme known as national missile defence, while both Russian President Vladimir Putin and Chinese arms control envoy Sha Zukang have urged Canada to use its special relationship to dissuade the United States. But by week's end, Chrétien had reversed himself. After discussions with Blair, Chrétien admitted that while Washington had pledged to consult others, "in the end, the military decision of any country is made by that very country."



*Chrétien and Blair: America will decide*

Chrétien's flip-flop was a mistake. But it revealed some wishful thinking about the influence he believes Canada and its NATO allies should have over the latest U.S. missile defence project—and Canada's uneasiness over the plan. Washington's proposed system would use radar or satellites to track incoming missiles, which, in theory, would be knocked out of the sky by rockets fired from either land, sea or possibly even space (it would not require any radar installations to be placed on Canadian soil). Last fall, then-Foreign Affairs Minister Lloyd Axworthy voiced his strong opposition to the project. Now, despite signs Canada is backing away from that firm stand, government officials say the basic concerns remain. For one thing, the proposal contravenes the 1972 Anti-Ballistic Missile Treaty, which prohibits nationwide missile shields. For another, deploying one could reignite an arms race as China and Russia bulk up in order to overwhelm the shield if necessary. Warned China's Sha, who was also in Ottawa last week for talks: "It will destroy the strategic stability in which China and the United States and other countries have been co-operating."

Chrétien seemed to echo that sentiment during his meeting with Putin in Ottawa on Dec. 18, when he praised the ABM treaty as the "cornerstone of strategic stability." But after visiting Bush on Feb. 5, he allowed that "perhaps we're in a different era" from 1972. Canada's evolving language may be an acknowledgment that it already believes the battle is lost—Bush's defence secretary, Donald Rumsfeld, has told the Europeans that the United States intends to press ahead regardless of their objections. And while voicing opposition to a decision the United States considers a fait accompli might make Canadian politicians feel good, there could be a price to pay for angering Washington. David Rudd, executive director of the Canadian Institute for Strategic Studies in Toronto, notes that Canada's benefits from the North American Aerospace Defence Command might be threatened. Operating out of Colorado Springs, Norad is almost totally funded by the United States—but Canada shares military information. "When those Chinese migrants jumped in their boats and came to British Columbia, who do you think detected them?" asks Rudd. "It wasn't us."



*A U.S. missile defence rocket: repeated failures*

But other nations are also softening their previous hard line against missile defence. Blair, who visited Bush after his talks in Ottawa, has said Britain will likely comply with an American request to upgrade existing U.S. radar facilities in North Yorkshire. And last week, Moscow proposed an alternative of its own. At a meeting with NATO Secretary General Lord Robertson, Putin suggested that a new arms race could be avoided if the United States and Europe adopted a more modest system of mobile launchers designed to target short-range, rather than intercontinental, missiles.

Still, France and, most critically, China remain firmly opposed to deployment of a missile defence shield. Paris is concerned about a new arms race. Beijing's fears are more specific. Unlike Russia, which boasts thousands of nuclear warheads, China is believed to have at most two dozen intercontinental missiles. Sha questioned whether Washington would spend almost $100 billion on a system solely to counter possible missile launches from "rogue" nations such as North Korea or Iraq, as it claims. Instead, he maintained, the missile defence system's true purpose is to intimidate China by threatening to render its limited capabilities obsolete. Opponents of the system fear China could respond by increasing its arsenal. This would cause India and Pakistan, the two other rival nuclear states in the region, to follow.

That's a big price to pay for a system that may not even work. The missile defence program has been plagued by delays and test setbacks, the most recent coming last July when an interceptor missile failed to hit its target. If the current land-based system proves unworkable, the Bush administration would have to decide whether to develop sea-launched or space-based interceptors. But the main problem, notes University of Toronto Nobel Prize-winning chemist and peace activist John Polanyi, is that no complex, high-tech system can be made foolproof. "It's not just a major political error," he said. "It's a major technological error."

The arguments against the system are well-known to Canadian officials. But, says Canada's new Foreign Affairs Minister John Manley, "rightly or wrongly the United States feels threatened—and we need to acknowledge that any U.S. president will do what he feels is necessary." It's that kind of timid response that worries Polanyi. "I'm amazed there is this defeatist feeling in Canada," he said, noting that Brian Mulroney had the courage to walk away from participating in the ill-fated Star Wars program in the 1980s. The difference may be in the comfort levels between leaders, suggested one Western diplomat. Mulroney and president Ronald Reagan got along famously. But now, he notes, "Canada is feeling a bit insecure about its relations with the new administration." In the end, the envoy predicts Canada will shake hands with the United States over missile defence. But it will keep the other hand behind its back, fingers crossed, and hope the system won't work.

*With Andrew Phillips in Washington, Barry Came in London and Fred Weir in Moscow*

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*Protesters in Kiev; Gongadze (below). Soviet-style intimidation*

World

# Revenge of the grave

By Lidia Wolansky in Kiev

**The man, whose body** was found with one rigid hand sticking upward from a freshly dug grave, may accomplish in death what he failed to do in life—bring down Ukraine President Leonid Kuchma. When residents of the central Ukraine village of Tarashcha dug up the corpse last November, they found it beheaded and burned beyond recognition with acid. But police, using a bracelet left at the scene, soon identified the man as 31-year-old Georgiy Gongadze, a muckraking journalist who had become a thorn in the side of Kuchma. While the president claimed he did not know Gongadze, taped conversations released by a former top security official clearly implicated him. "Toss Gongadze, that little f----r," the president threatens on the tapes, "to the Chechens, in his f----g underwear."

Kuchma, who was manager of a missile factory during the communist era, has never been wildly popular. He was elected prime minister in 1992 and president in 1994. He was re-elected in 1999, garnering 36 per cent of the vote in the first round against 13 other contenders and 56 per cent in the runoff against the Communist party candidate. Now, since the release of the tapes on Nov. 28, hundreds of protesters calling for Kuchma's resignation have rallied daily in the capital, Kiev. They were given even more incentive last week when yet another batch of incriminating tapes surfaced—showing how in 1999 Kuchma plotted like an old-style Soviet leader to use the power of police and security forces to silence critics and ensure his re-election.



**Secret tapes reveal an elaborate plot of suppression and deceit**

In one, he tells security officers to blackmail local officials by reminding them that Ukraine's intelligence service maintains extensive dossiers on them. "You have to sit down with every head," said Kuchma, "and tell him that he will go to jail, or you have to provide the votes—yes or no?" For those officials who refused to go along, Kuchma offered a blunt warning. "After the election, they won't be working," he said. On the Gongadze tapes, the president also expressed his ire over the journalist's controversial Web site, set up in June, 2000, called *Ukrainska Pravda*. In pointed articles, Gongadze, who was known as much for his womanizing as for his journalistic style, repeatedly accused the president of corruption.

Both sets of tapes came from a seemingly ironclad source: Maj. Mykola Melnychenko, a former security adviser in Kuchma's office. They were part of hundreds of hours of conversations taped by Melnychenko, using microphones hidden under a couch in the president's office. Melnychenko, who released the tapes to expose corruption, is now hiding somewhere in Europe.

The president admits it is his voice on the tapes, but says they were edited to discredit him. Even so, a broad alliance of opposition parties under the banner "Ukraine without Kuchma" has sprung up. And in what appeared to have been an attempt to intimidate his opponents into silence, on Feb. 13, opposition leader Yulia Tymoshenko was arrested on corruption charges. Not surprisingly, many Ukrainians believe their country, like neighbouring Belarus, may still be little more than a Soviet-style dictatorship under the surface.

As a result, street demonstrations are expected to grow. Zenon Kohut, director of the University of Alberta's Canadian Institute of Ukrainian Studies, said Kuchma was allowed to consolidate power in the presidency because people feared a return to communism. Now, massive protests like those that forced Slobodan Milosevic from power in Yugoslavia may be coming. "There is no institutional method of removing a president," said Kohut. "So some people have decided to try the Yugoslav model." Gongadze, no doubt, would cheer them on.

*With George Serhyczuk and Catherine Roberts in Toronto*






## Capturing a mole



*Searching the spy's home; Hanssen (left); diamonds and cash for secrets*

**The Russians** apparently never knew the real name of their prized American spy. To them he was known only as Ramon or B. Garcia, the code names used by FBI agent Robert Philip Hanssen during the 15 years that he allegedly worked for Moscow. He provided the KGB with hundreds of pages of sensitive intelligence files, including the identities of three U.S. agents working in what was then the Soviet Union, two of whom were tried and executed. In return, FBI officials said the Russians paid Hanssen, 56, whose specialty with the agency was Russian counterintelligence, $2.1 million in cash and diamonds. The money was usually paid in stacks of $100 bills and delivered in plastic bags to drop-off sites in suburban Virginia, where Hanssen lived with his wife and six children.



Hanssen was caught when Russian intelligence officials agreed to open some of their most sensitive KGB files to FBI investigators. But little is known about what motivated the man nicknamed the "mortician" for his dour behaviour, and who seemed uninterested in the money he had accumulated. The FBI, however, believes it has caught one of the longest-surviving moles ever, and perhaps the most damaging since Aldrich Ames was caught spying for the Soviet Union in 1994.

## The continuing row over driving charges

**Russia imposed** a 12-month licence suspension on Tamara Davidson, the wife of a Canadian Embassy guard, whose vehicle injured a Russian woman in Moscow on Nov. 2. Officials denied they were trying to embarrass Ottawa because of the Andrei Knyazev case. The Russian diplomat left Canada after Russia refused to waive his diplomatic immunity following an alleged drunk-driving accident on Jan. 27 in which Ottawa lawyer Catherine MacLean was killed. Last week, the Russian foreign ministry fired Knyazev, who is under investigation.

## A ruling against sex slavery

**The international** war crimes tribunal in The Hague convicted three Bosnian Serbs of raping, enslaving and torturing Muslim women and girls, marking the first time that sexual enslavement has been classified as a crime against humanity. The incidents took place in 1992 and 1993 after Serbian forces overran the Bosnian town of Foca and began locking women and children in a series of "rape houses." There, they were repeatedly assaulted and used as sex slaves under threat of death. Sixteen rape victims testified during the trial, last week, the three soldiers received sentences ranging from 12 to 28 years.

### Lifting the Brazilian beef ban

The Canadian Food Inspection Agency ended the ban on Brazilian beef after reviewing the findings of food safety officials. The beef ban was imposed on Feb. 2 because of fears that European cattle exported to Brazil may have carried mad-cow disease. Officials said imports from Brazil must now be certified as coming from cattle that were born there.

### British farmers hit again

The British meat industry, which was devastated in the 1990s when mad-cow disease forced the slaughter of thousands of animals, has been hit again. This time, 27 cases of highly contagious foot-and-mouth disease were confirmed in a pig slaughterhouse near London and in cattle on an adjoining farm. Britain has suspended all meat exports until at least March 1.

### The Clinton scandal widens

Bill Clinton's brother-in-law Hugh Rodham, 45, returned the $600,000 he received for working on behalf of convicted cocaine dealer Carlos Vignali and tax swindler Almon Braswell. The payments were made to help arrange leniency for the two men, who were serving lengthy jail sentences (Vignali's term was commuted while Braswell received a pardon). But Clinton said neither he nor his wife, Hillary Rodham Clinton, now a U.S. senator, knew anything about the payments.

### A blow against ETA

French police arrested Francisco Garzelu, the top military leader of the Basque separatist group ETA, in the southern French town of Anglet. The arrest came six hours after an ETA car bomb killed two people in San Sebastian, Spain, and was a major breakthrough in the battle against the rebels.

### U.S. jets pound Iraq again

For the second time in a week, U.S. warplanes fired missiles at radar sites in no-fly zones in northern Iraq. The attacks came as Iraq stepped up efforts to improve its air defences with help from Chinese technicians. On Feb. 16, U.S. and British jets attacked nearly 20 radar sites near Baghdad.

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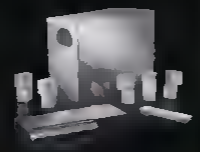
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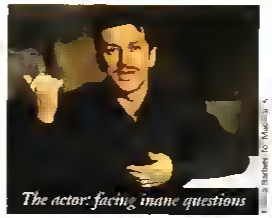
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# People

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*The actor: facing inane questions*

## Nardi's a tough act to typecast

At the Genie Awards earlier this year, **Tony Nardi**, winner of the best-actor trophy, realized he is very much considered an *Italian* actor. "I said being nominated was like being part of a family," recalls Nardi, "and a reporter asked me, 'By family, do you mean "mafia"?' " During another interview, Nardi was asked if his all-black outfit, accentuated by a red bow tie, was a tribute to **Robert De Niro** in *Casino*—it wasn't.

That's not to say that Nardi isn't proud of his heritage. He was born in Italy and moved to Montreal when he was 6. Early in his career he wrote and staged a play in his native dialect, Calabrian. But Nardi, who speaks English, French and Italian, was never a victim of typecasting. He currently plays a Spaniard in the Toronto stage production of **Georges Feydeau**'s *A Flea in Her Ear*. And his Genie Award this year was for his turn as a Bosnian Muslim in *My Father's Angel*—in which Nardi's character, Ahmed, moves his shell-shocked family from war-torn Sarajevo to Vancouver.

Nardi won his first Genie in 1992 for his role as an Italian immigrant in *La Sarrasine*. He gave that statuette to his parents. When he disclosed that detail at this year's ceremony, he fielded yet another inane question. "I was asked if as an Italian it was a big deal to give the award to my family," says Nardi. "I replied, 'No, as a *human being* it was a big deal.' I don't think just Italians have parents."

# Juno's longest long shot



*Pascal: an upper hand at winning songwriting awards*

**Blaise Pascal** may be a virtual unknown—but she keeps good company. This year, Pascal is nominated for a Juno in the best songwriter category alongside the **Barenaked Ladies**, **Bryan Adams**, **Nelly Furtado** and **Snow**. While her competitors may have the advantage of being household names, Pascal has the upper hand when it comes to winning songwriting awards. In 1996, she beat out 4,000 entries to win Canada's sixth annual National Songwriting Competition sponsored by Standard Broadcasting. The next year, the Torontonian placed second in the inaugural John Lennon Songwriting Competition—from a pool of 34,000 entrants. "At that time, I had only written a handful of songs," says Pascal. "I got affirmation right out of the gate."

Last year, the 29-year-old, pink-haired popster released her debut CD, *Hairspray*. Despite industry buzz—her songs have been used in the Canadian film *New Waterford Girl* and as the theme to a Family Channel TV series, Disney's *In a Heartbeat*—there is a lack of money and support for independent releases like Pascal's. She has struggled to get her CD into record stores and mount a tour. That's why the Juno recognition is so satisfying. But does Pascal have any chance of winning against such pop heavyweights? "No chance, baby," she says. "They've sold millions."

## Factory floor fame

It's a bit of a surprise that England's newest opera sensation, **Russell Watson**, doesn't have an inferiority complex. "My vocal coach," says Watson, "always tells me, 'All you are is a life-support system for your voice.' " So the 28-year-old Manchester native has come to accept the fact that he is two separate entities: one part man and one part voice.



*Watson: opera*

After dropping out of school at 16, Watson took a job as a lathe operator at a factory in his home town. In 1998, he was performing pop-music covers in clubs when a concert promoter suggested he test his booming voice with classical material. The results have been meteoric. Watson's debut CD, *The Voice*, exploded to the top of England's classical and pop charts. The album was released in Canada last week.

In July, Watson will play a concert in London's Hyde Park with Luciano Pavarotti and in December he will play at the Vatican for the Pope. "I'm not living the life of a classical performer," he says, "but, rather, the life of a pop star." A pop star, that is, with a voice.

# Redesigning WORK

**Enlightened employers are trying to make office life more creative, more flexible, less stressful—even fun**

By Patricia Chisholm

An enormous log cabin is under construction in the employee lounge, destined to become an in-house theatre. In the nearby kitchen area, a handful of employees are helping themselves to a late breakfast—Froot Loops for one, bagels with cheese for another, all provided at company expense (at least $20,000 a month). On the other side of the airy, light-flooded space, another employee is taking a 10-minute time-out on a generously proportioned couch, one of several provided for the purpose. Staff who prefer to speed up when they relax can head for a fully equipped gym, and take a shower afterward. Or for those who like to dream with their eyes open, there is the spectacular view of the Coast Mountains from the building's top floor.

At Radical Entertainment's new eight-storey building on the eastern edge of downtown Vancouver, taking care of employees gets as much consideration as taking care of business. That, says CEO Ian Wilkinson, is because the two are inextricably linked. A youthful 42, Wilkinson says the new digs are integral to the company's identity—and thus the success of its product, video games for clients like Sony Corp., Fox Interactive and Microsoft Corp. Working up a sweat on a stationary bike while he talks, Wilkinson says most of the people who work at Radical are just big kids, including himself. Nurturing that kind of energy and creativity is crucial to keeping the company competitive, he says. "We spend money when there is value to it, in human capital or revenue," Wilkinson says. "If creating a good place to work means that the people who work here will be inspired and that they will stay with us, then it's worth the cost."

Work. It soaks up more time and energy than just about anything else we do, and yet, for the vast majority of employees, it remains a tiresome necessity rather than a source of pride or satisfaction. Sure, many companies make an effort to offer help for the most common problems facing today's workers: high stress, low morale and difficulty balancing the demands of home and office. But employees—often rightly—tend to dismiss such programs as window dressing. The human resources department's seminar on work-life balance doesn't carry much weight when frontline managers can't or won't ease up. And while options like working at home, maybe even in bed, may be available, all too often a workaholic boss is sending a different message: sign up for telecommuting and forget about promotions. "The policies are often in place but they are not practised," says Linda Duxbury, a professor of business at Carleton University who is conducting a national study of how Canadian companies are dealing with such issues, with results due in September. "Data from this study show that, despite the appearance of progress, almost all types of employees—men and women in all age-groups—are experiencing more stress in the workplace than they were a decade ago."

The fallout hits employees, companies—and the economy—every day. Working hours are up substantially in North America and Europe, with Americans spending the

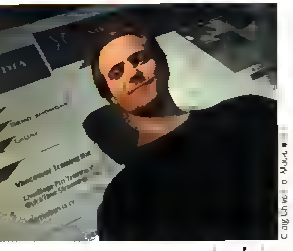


**The 'winter carnival' at MDS Nordion: a profound cultural change**

equivalent of an extra month a year on the job. And this is so even though employees have said in surveys they would be willing to give up a fifth of their salary in exchange for more free time. There are telltale signs of rebellion, however, such as increased absenteeism and a trend towards refusing promotions. As Duxbury puts it: "People's lives are already nuts and they don't want them to be nuts-er." The incidence of work-related illness is also spiralling upward in Canada. employers report that the costs of employment assistance programs like counselling, drugs for depression and anxiety-related illnesses, as well as stress leaves, are skyrocketing.

A growing number of companies, especially in hard-to-staff sectors like high tech and financial services, are taking notice. That is because changing demographics and years of strong economic growth have tipped the laws of supply and demand sharply in favour of employees. Now, when skilled workers don't like the boss's rules, they head for the competition down the street. Increasingly desperate to hold on to valued staff, employers are beginning to ask the hard questions: what do employees want, and why are so many companies so poor at meeting their needs?

What they are discovering, says Vancouver consultant John Izzo, is not just dissatisfaction with mediocre benefits or long hours, but a profound cultural change, one that has individuals of virtually every age questioning what they want out of work—and what they are willing to give up to get it. Although women with young children and twentysomethings are loudest in their calls for change, Izzo, co-author of *Values Shift: The New Work Ethic and What It Means for Business*, says he is regularly approached by employees of both sexes in every age-group who say they want a better deal out of work: less stress, more stimulation, better professional development, increased recognition and a bigger say in how the job gets done.



Craig Orwell for Maclean's

**Gratton: 'there are so many layers in a big company, and that can be frustrating'**

At the same time, he adds, more people say they are determined to keep the office in its place—and keep a fence around their personal time. "It's a real paradox," says Izzo. "Work is more important than ever—people are looking to it for fulfilment, it's part of their identity—but they also want to get away from it. Sixty-six per cent of college grads say they would never allow corporate life to be more important than family life."

Faced with making changes or watching key resources head out the door, some businesses are rethinking almost everything about their work environment. At Radical Entertainment, which was recently named one of the country's 50 best-managed private companies, the hours can be long but there are tangible—and unique—benefits for employees who give the job their best efforts. Besides the more predictable perks of flexible hours and enriched maternity leaves, there are innovations like new ways for dealing with intellectual property issues. Dreamed up by an employee who spotted a problem—that creative staff might be reluctant to float new ideas for fear they would lose the rights to them—Radical's system encourages employees to bring ideas forward by protecting their property rights. If an idea is not accepted, the employee still has the right to sell it to another company. "It's smart business for Radical because we get to see the best coming out of people," says art director Hamo Djoboulian. "And it's smart for the staff because there is something in it for them. There aren't many other companies who think this way."

Of course, software companies have become known for great perks and the royal treatment of staff, but what about other industries? Most people in full-time jobs don't expect to strike it rich through stock options or big salaries. The payoffs they are looking for tend to be much more prosaic: greater control over their time and decision-making, the opportunity to do work they enjoy, enough time and energy to "have a life" when work is over. At the Royal Bank of Canada, a sea change in personnel policies has been under way for about five years, partly because senior managers began to realize that the traditional banking approach—rigid schedules, faceless hierarchies and inattention to people's personal preferences—was driving staff away and potentially compromising customer service. Now, the bank is in the forefront of change, offering its staff job-sharing, telecommuting and compressed workweeks, among other innovative arrangements.

Mary Ellen Newell has worked at the Royal for 25 years but only recently carved out a niche for herself that meets her own needs, as well as the bank's. An energetic 52-year-old grandmother who lives in Mississauga, just west of Toronto, Newell started out as a receptionist in a Regina district office. She has been a teller in London, Ont., a customer service representative in Toronto and a sales representative for the bank's credit-card operations in Hamilton. Now, she is doing just what she wants: since April, 1999, she has worked full time from home, selling credit-card services and debit machines to small and medium-sized businesses. The transition out of an office didn't happen overnight: at first, she worked only one day a week at home, increasing the amount of time over a two-year period.

Newell, who may not see her manager in downtown Toronto for weeks at a time, says having control over her own schedule gives her more energy and flexibility to do the things she wants. She heads out at 7 o'clock every morning to her fitness club, where she works out for 45 minutes on a weight machine and treadmill. After a shower and a Starbucks coffee, she is ready for the office—in her case, a desk equipped with a phone, a laptop computer, a printer and a fax machine in a spare bedroom of the two-storey brick home she shares with her husband, Allan. She sets her own agenda daily, which is usually a mix of phone calls to potential clients and face-to-face meetings to pitch the company's services. And Newell can begin or end her workday when it suits her. "If I'm coming home at 3 o'clock from a sales call, I don't feel guilty about stopping at the supermarket for groceries," she says. "But I'm usually still working at 7."

There are drawbacks. Newell says she misses going for lunch with fellow workers, or being able to turn to them for advice. Still, it's clear from Newell's relaxed demeanour that chronic stress does not seem to be an issue in her life. "I enjoy this so much," she says, "that I don't ever want to do anything else."

But creating a workplace culture where managers are flexible and empathetic towards their self-motivated, committed employees takes more than a few new rules for flextime and telecommuting. Change must come directly from the top, points out David Stum, a senior vice-president with international human resources firm Aon Consulting, who has studied workplace issues for more than two decades. "The problem is not individual managers, as many people think," he says. "It's the whole system." The proper hiring and training of managers is the first step in achieving change at all levels. "Managers pick up from the culture whether they can be flexible in managing people," he says. "And employees know right away whether they can be candid, or whether it's best to keep their mouths shut."

Fear of speaking up, along with complaints about basic fairness, are usually signals that a company's culture is seriously troubled. At MDS Nordion, an Ottawa-area company that is a leading producer of medical isotopes for the diagnosis and treatment of cancer and heart disease, a rash of union grievances in the early 1990s sparked a massive overhaul of personnel practices. In the space of only a year, about half the company's managers were replaced (most were reassigned). Intensive training programs were instituted, including role-playing exercises to help new managers learn how to communicate assertively without becoming aggressive. They also receive help with techniques for dealing with conflict, tips on delegating and on giving feedback—without giving offence.

The process of change, says Debi King, vice-president of

## WORK NUMBERS

***According to studies:***

- Productivity increases by about 20 per cent after companies implement work/life balance programs
- Staff turnover falls by up to 50 per cent when employees are offered benefits such as child-care subsidies, elder-care programs and flexible hours.
- The cost of losing and replacing an employee can range from 50 per cent to 150 per cent of his or her annual salary.
- Forty-three per cent of junior managers value home over work time, compared with 20 per cent of top executives.
- Forty-eight per cent of employees feel guilty when they leave on time

Source: *Values Shift: The New Work Ethic and What It Means for Business*, by John Izzo and Pam Withers



Dan Callis for Maclean's

**Davina with son Jeffrey (left) and students at Rockingham: 'You only have one chance to be a parent'**

> For mothers with young children, the revolution can hardly come fast enough



Newell working at home: 'I don't ever want to do anything else'

human resources, has been "a whole series of big and little steps." The company has, for instance, instituted what it calls "speak-ups": any employee, at any time, may submit anonymous questions to management, which are answered on the company's intranet. The exercise, often attempted without success at other companies, is more than pro forma, King says. About 45 such queries were received in November and December, ranging from issues like salaries to the company's decision to hold the annual Christmas party in January. "Once you start letting people speak their minds, and others see that they don't get burned, word spreads," King notes. "There's a real grapevine out there."

The company, which received the National Quality Institute's Healthy Workplace Award in 1999, is also zeroing in on the issue that employees identified as their No. 1 concern in a recent survey: achieving balance between their work and personal lives. A committee, which includes non-managers, is looking at changes in areas ranging from fast-tracking new hires—so that existing staff are not doubling up on work loads for too long—to flexible hours, with the aim of lowering stress for all employees. And then there is stuff that is just fun. The company nurse, charged with employee well-being, often organizes events designed simply as a brief time-out. At a recent lunch-hour "winter carnival," drinks and chili were served on the company's on-site rink, there were races, a mock sumo wrestling event and sleigh rides, provided courtesy of a staffer who keeps Belgian draft horses. "There's always something fun like that going on," King says.

> Change must come directly from the top: 'It's the whole system'

If there is one group that has pushed more aggressively than any other for both structural and cultural workplace change, it is probably mothers with young children. For them, the revolution can hardly come fast enough, as they watch their kids fly through childhood while they battle entrenched employer resistance. At some companies, however, real change is taking place. Jane Davies, a senior communications specialist in retail marketing for Manulife Life Assurance Co. in Halifax, works a 30-hour week instead of the usual 37.5, spreading her time off over two afternoons a week. She spent a recent morning, for instance, learning about one of Manulife's new financial products. She then segued into an afternoon in front of a bank of computers in the library at Rockingham School trying to help her son, Jeffrey, 9, and another Grade 3 student do research on the Internet. "Note to self," Davies, 39, mutters while trying to field questions from both boys, "next time ensure they are both working on the same project."

Davies does not use the on-site day care or health club provided by Manulife. But she has made extensive use of another company perk—a fund allotted for career advancement expenses. Davies has taken courses, attended conferences and bought educational software. But flextime remains her favourite benefit. "You only have one chance to be a parent," says Davies, who also has a 13-year-old daughter. "You get thousands of chances to have a career."

Then, of course, there is the classic solution to workplace angst—quit and design your own work environment. After 10 years as a highly successful trader for the overseas investment banking arm of a large Canadian institution, David Gratton took the plunge. In early 1999, he left behind a six-figure salary and headed back to Canada, determined to set up an Internet-based business. Still only 33, Gratton now heads up an eight-employee shop that works out of his two-storey loft condominium in east Vancouver. His company, ici Media Inc., develops interactive videos for the likes of Apple Computers and pollster Ipsos-Reid.

Despite the fact that his compensation "is not even in the same park" as his old job, he has no regrets. The best part, says Gratton, is seeing a project through from start to finish. "We have created a small company, so that when we come up with an idea, we can see it immediately get implemented. There are so many layers you have to deal with in a big company, and that can be frustrating. Here, I work with like-minded individuals who I can throw an idea out to, and if it works, we jump on it right away." Gratton has even found a solution for the fact that, with his employees in his home, work had literally taken over his life; next month, he's moving into another, smaller condo just down the road where he can put his feet up, read the paper and forget about work for a while.

*With D'Arcy Jenish in Toronto, Julian Beltrame in Ottawa and John DeMont in Halifax*

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Santos: 'you are always doing, doing, doing'

# Bargaining to Get a Life

By Amy Cameron

Seven months ago, Isabel Santos was overwhelmed with work. Each week, the Toronto-based child and youth worker had to juggle visits to 30 kids she was responsible for, travelling up to six hours round-trip to look in on them at their foster homes. She also wrote reports on each child, filed, photocopied and answered phones while trying to fit in regular staff meetings. And she was slated to get additional cases. "It was unbearable," says Santos. "Just absolutely unbearable." Then she went on strike. Last July, 243 Catholic Children's Aid Society of Toronto workers hit the pavement, and their only issue was work overload. Six and a half weeks later, the Canadian Union of Public Employees Local 2190 negotiated caseload caps and workload reviews.

Labour leaders have long fought for bread-and-butter issues such as wage increases and improved benefits. Increasingly, however, the No. 1 issue for unions and their members is work overload. As pressure builds on businesses to be bigger, faster, stronger, leaner—often 24/7—employees are being asked to produce more, work longer hours, get by with fewer colleagues. Learning new technology designed to increase efficiency takes up yet more time. And for many people, notes Ken Georgetti, president of the Canadian Labour Congress, even the word "workplace" is becoming a misnomer. "With cellphones, laptops and all of that new equipment, the workplace moves with the individual," he says. But wherever you are, declares Santos, "you are always doing, doing, doing, and that is not very healthy for anybody."

Armed with surveys, statistics and firsthand accounts illustrating the negative effects of work overload, many unions are trying to negotiate more humane contracts. "The problems have reached epidemic proportions and people are feeling crushed and burned out," says Judy Darcy, national president of CUPE. "It resonates across the country, it goes across every sector." In a recent survey, commissioned by CUPE, of 1,213 public- and private-sector workers, Ottawa-based Ekos Research Associates Inc. found that 71 per cent want their union to place a higher priority on workload than on wages. From garbagemen to teaching assistants, cashiers to pulp mill workers, people are asking labour leaders to fight for quality-of-life issues such as flexible hours, shorter workweeks, leave provisions or family-oriented activities within the workplace—in short, more time for a life. "If we are going to raise a new generation of Canadians who are healthy, happy and well adjusted," says the CLC's Georgetti, "we are not going to do it if parents can't at least come home and spend some time with them."

Unions have already responded. CUPE, Canada's largest with 485,000 members, is bringing workload problems to bargaining tables all over the country. The Communications, Energy and Paperworkers Union of Canada (CEP), representing 150,000 people, has launched a shorter-working-hours campaign. The National Union of Public and General Employees (NUPGE), with 325,000 members, has thousands of requests to put workload on the table in their 2,400 bargaining units across the country.

In Saskatchewan, 12,000 health-care workers are renegotiating their contract this month and have dubbed this the "family-friendly" bargaining round. New Brunswick social workers launched a very public campaign to get the province to hire 172 more staff. The Ambulance Paramedics of British Columbia recently rejected a tentative agreement by more than 90 per cent when the contract failed to reduce their 42-hour workweek. And B.C. public service workers, currently in negotiations, are asking for improved leave provisions for adopted children, elderly parents and midwife consultations.

Many of these family-care and quality-of-life issues are being pushed forward because there are more women in the workforce, says Carol Meyer, research co-ordinator at NUPGE. Some employers have proven sympathetic. "Nobody wants to be seen to be politically incorrect," explains Meyer. "It is really difficult to look at a bargaining committee of women and say that their issues aren't valid."

In southwestern Ontario, the United Food and Commercial Workers' International Union won flexible hours for part-time staff of Zehrs supermarkets, part of Toronto-based Loblaw Cos. Ltd. Zehrs and the union also developed a training centre for full-time and part-time workers. That in itself illustrated a change in the workplace. Years ago, part-time workers were mostly kids looking for after-school jobs. Today, many part time employees have a working spouse and young children at home. They wanted more control over their hours, and a chance to move into full-time work later. The Zehrs centre, which instructs employees and their families on soft skills such as stress management, also trains people for positions that may open up.

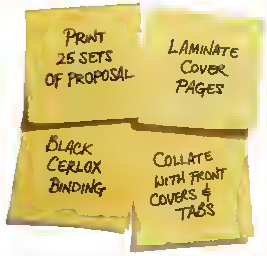
Then there are Sarnia's Happy Fridays. In the heart of the Ontario city's petrochemical valley, CEP union members have an arrangement to work 37 ½ hours a week, giving them every third Friday off. On these days, marked on company calendars with a smiley face, people can get errands done without battling weekend crowds, and spend time with their children. The union and company also plan events on Happy Fridays, such as golf tournaments and picnics. Says Julie White, who works on CEP's shorter-working-hours campaign: "We would be out on strike until hell freezes over if they tried to take those Fridays back."

In a few cases, agreements won for workers come back to haunt them. Telecommuting—working from home—has, for example, proven to be too isolating for some employees, while some employers have found it too costly and difficult to monitor. But despite successes like Happy Fridays, the push to convince employers to hire more workers and ease up on workloads is mostly an uphill battle. "It is difficult because there is a strong ideology in business that lean and mean is better," says White.

And seven months after walking out on strike, social worker Santos—now president of CUPE Local 2190—says she hasn't seen much change. People are still bogged down with paperwork, spending weekends preparing reports. She continues to have 30 cases, even though ministry guidelines suggest a maximum of 21. Santos is filing grievances on behalf of union members still way over the caseloads cap. And though the agency added administrative help, Santos still finds herself too busy with office jobs and other tasks that aren't social work. "I try to make sure that there is still something left over for my husband and my daughter," she says. It is a challenge shared by workers across the country. TM

**Pushed by their stressed-out members, unions are making work overload and quality time top-priority issues at the negotiating table**


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Source: Yahoo!

Nortel's crash triggers an uproar over what Roth knew and when he knew it

# PLUNGE FROM GRACE

**By Katherine Macklem**

At least John Roth had the grace to ditch his planned speech to the Canadian Club—the one about globalization—and instead talk about the subject his well-heeled audience was anxious to know more about: Nortel Networks Corp., the technology superpower he leads and why its financial outlook had suddenly soured so dramatically. Not my fault, said the cocky and defiant Roth. The swift downturn in the U.S. economy was to blame, he said. No one, not even Alan Greenspan, chairman of the U.S. Federal Reserve Board, anticipated the quickness with which it hit, said Roth. But to the question yelled repeatedly at him afterwards, as he marched stony-faced out of the Canadian Room of Toronto's Royal York Hotel surrounded by a mob of cameras, mictophones and reporters, Roth had no answer. "Why should we believe you?" they shouted. "Why would we believe you now?"

Nortel, one of Canada's most widely held stocks, is such a heavyweight, it often not only moves markets, but shuts them down as well. Witness the Toronto Stock Exchange, which has had to halt trading in Nortel stock six times in the past four months because it couldn't handle the volumes. Last week, the onetime highflier saw its share price close at $29.80, a level not seen since the summer of 1999. A neat $52 billion was sliced off Nortel's market value after it shocked investors with news its first-quarter results would be worse than expected. So much worse, in fact, that Nortel was anticipating a small loss. But what really took a nosedive was Nortel's—and Roth's—all-important credibility.



Aaron Harris—CP

*The CEO: what really took a nosedive was the firm's—and his—credibility*

A vintage car aficionado who likes to equate his love of speed with the company's hypet-fast fibre-optic systems, the 58-year-old CEO had seen his personal status soar as Nortel's stock price swelled. Roth is co-chair of Canada's E-business Opportunities Roundtable, a blue-ribbon assembly of industry captains; he is chairman of Ontario's industry advisory board, he's been granted countless honorary degrees and CEO of the Year awards. And he has used his high profile to press the federal government to lower income taxes and address the brain-drain issue.

But shift into reverse for a second, and go back to the middle of last summer. Nortel, one of the survivors of the burst technology bubble, reports stellar second-quarter results in late July amid much management optimism. The stock shoots to a high of $124.50. Then, in late October, third-quarter results come in at the low end of analysts' ranges—which, for the tech sector, is not good enough. In just two and a half hours, investors shave $83 billion off Nortel's value. As the tech slump worsens, the market hangs on Nortel's every word. On Nov. 21, its executives say they are confident forecasts for the quartet and for 2001 will be met. In mid-December, they say it again. And a month later, when Nortel releases its fourth-quartet earnings, it makes the quanerly target, and reiterates bullish predictions for 2001.

And then, boom! On Feb. 15, down came the news that Nortel was slashing revenue expecrations in half; slashing an additional 6,000 jobs (on top of a previously announced 4,000), slashing ptofit expectations to the point it now expects to lose money in the first three months of 2001. Down (boom!) crashed the share ptice, not to mention the TSE's trading system.

Brian Picciont is a high-tech industry analyst who has for months been a Nortel bear. Picciont, of BMO Nesbitt Burns Corp. in Toronto, says the writing has been on the wall for anyone to see, including John Roth. "I was almost dysfunctional for the last three months because it was like someone was defusing a bomb," says Picciont. "You're just waiting for it to blow." While he was not surprised by Nortel's warning that revenues would be lower than expected, he was taken aback by the loss warning. "I thought, because they were so adamant reiterating their guidance for the first quarter, that they had it in the bag," Picciont said.

The biggest clue that business would slow for Nortel was the performance of the company's competitors, customers and suppliers. Already beset by management turmoil, Lucent Technologies Inc. of Murray Hill, N.J., delivered the first of several profit warnings in October. San Jose, Calif.-based Cisco Systems Inc., the other giant telecom player, gently let the market know in December that business was slowing.

Two other factors indicated trouble would be on the way. When the tech-stock bubble popped in April, it meant the flow of easy money was drying up, leading companies, including Nortel customers, to re-evaluate their capital spending plans. And loans were tougher to obtain, as banks suddenly became concerned about their exposure to technology.

But last week, Roth insisted that Nortel's order books were still filling up well into the new year—until clients had an abrupt rethink. "All of our customers are starting to adjust their budgets to take account of the realities of the very sharp downturn that the U.S. is experiencing," he told the Canadian Club. With 60 per cent of its revenues coming from the U.S. market, Nortel is very exposed, he said.

For many analysts, however, there was a different exposure issue: what did Roth know and when did he know it? Just two days before releasing the earnings warning, Nortel closed a deal to buy the Zurich facility of its supplier, Ottawa-based giant JDS Uniphase Corp., for $4.5 billion in Nortel stock. Once the warning was out, the markets carved about $15 billion off that price, and set off an uproar over when Nortel realized its revenues were crumbling. JDS held meetings with its lawyers, and Nortel shareholders in the United States and Canada launched class-action suits. On top of that, Roth's chief technology officer, Bill Hawe, left the company three days before the profit warning—an event not disclosed to investors for over a week. As well, in a Web-cast on Feb. 12, Roth spoke to clients of RBC Dominion Securities Inc. about the slowdown in spending by its customers. All of these events have caught the eye of the Ontario Securities Commission, which is reviewing the company's disclosures of the past weeks.

Roth, who masterminded Nortel's right-hand turn into the New Economy business of Internet-based data networking and away from phone switches and other gear, was considered a superb captain during the good times (and in Nortel's case, boy, were they good). Now, as conditions worsen, Roth—who insisted he will still be CEO in a year—must prove to an increasingly skeptical market he can be as strong a leader in bad times. m



The Street
Deirdre McMurdy

# Wrath versus Roth

At this Canadian Club luncheon speech in Toronto early last week, John Roth, the embattled CEO of Nortel Networks Corp., put on a brave face and breezily dismissed the threat of multiple class-action lawsuits against his company over the recent collapse of its share price. "There's a whole industry of class-action lawyers," he said glibly.

However, that's exactly what Roth should be worried about in his current position. By week's end, that "industry" was clearly gunning for Nortel, as more questions were raised about the timing of the technology company's disclosure of its downgraded performance targets for this year. Those questions intensified after details were published of Roth's Web-cast for a brokerage's clients three days before the public announcement, in which he talked of a capital spending slowdown by Nortel customers "like we've never seen."

And so precisely one week after the public revelation of Nortel's softer sales picture, four class-action suits had been filed against Nortel: two in the United States, one in Quebec and another in Ontario.

**Class-action lawsuits from angry shareholders will cause a new kind of trouble for Nortel**

Although they are established practice in the United States, class-action lawsuits are a relatively new phenomenon in Canada. They fall under provincial jurisdiction and have been allowed in Quebec since 1979, in Ontario since 1993 and in British Columbia since 1995, covering issues ranging from business disputes to product liability and mass injuries arising from accidents.

Such cases are unique on several fronts. First, they must be certified by a court before they are allowed to proceed. And a detailed litigation plan must be filed to give the court a clear sense of the strategy for advancing the case. In the class-action suit against Bre-X Minerals Ltd. over its Indonesian gold fraud, four hearings were required before the class action was certified.

The second distinctive feature is that these cases are almost always undertaken on a contingency fee basis. That means the economic interests of lawyers and their clients are closely aligned and there is vigorous competition to recruit people as plaintiffs to increase the size of the claim and the potential legal fee.

Finally, according to John Campion, a senior litigation partner with Fasken Martineau DuMoulin in Toronto and one of Canada's foremost practitioners of class-action law, this area represents an important convergence of public policy and private litigation. "These cases must carry a public interest," he explains. "And they become a quasi-inquiry into very important public issues, where the prospect of liability can sometimes seriously impact a company."

Campion notes that after almost a decade of deliberation, the Ontario government gave the nod to the introduction of a class-action law for three principal reasons: it enhances access to justice for a large number of individuals who would otherwise never step forward with their claims; it streamlines the court process, eliminating the clutter and duplication of several cases on the same issue; and it is perceived as an important check on the growing power of corporations, which have seldom faced retribution for their actions in the past.

Retribution is exactly what angry Nortel shareholders are seeking after the Feb. 15 downgrade immediately knocked $47 billion in value from the price of the company's share price—a 33-per-cent drop. Campion notes that "Nortel is broadly held, it is the major single stock on our exchange, and it is an international superstar of a company." Because of that, its performance affects a wide range of public interests. And now, it qualifies as a target for class action.

The focus of the cases against Nortel is disclosure and the timing of it. Disclosure is also a key issue in the class-action cases outstanding against Bre-X and YBM Magnex International Inc. But Nortel picked an especially awkward time to run into scrutiny of its practices on that front.

Just last October, the U.S. Securities and Exchange Commission moved aggressively to crack down on selective corporate disclosure to favoured investment analysts. Although it was argued by brokers that the tougher new rules would chill the flow of information from companies and increase market volatility, so far there's been swift corporate compliance: more and more companies are using Web-casts and Internet sites to disseminate their financial data. One-on-one meetings with analysts and their preferred clients are becoming much more rare.

Despite the legal momentum that is building against Nortel and its recent actions, there's a limited chance that the class actions will ever proceed to trial. Historically, when these cases are certified, they are usually settled swiftly out of court because of the prohibitive cost of proceeding, the risk to the defence of a high-damages decision, and the economic incentive for the plaintiffs' lawyers to limit costs and avoid eroding the spoils.

But whatever happens in this latest development at Nortel, it's clear that the term "class act" is about to get a whole new meaning for John Roth.



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# Some 'tough' times ahead

## But the world is not falling apart, says Canada's new central banker

*New Bank of Canada governor* ***David Dodge*** *is the first outsider to lead the central bank. At the end of his third week in the job, Dodge, 57, talked with National Public Policy Correspondent* ***Mary Janigan*** *in Ottawa. Excerpts:*

**Maclean's:** *How is Canada's economy?*

**Dodge:** Most of the conditions which normally tip you into a recession are not there. Credit markets are functioning well. Incomes are higher. Federal and provincial tax cuts are working their way through the economy. What we would expect is that the first quarter or maybe the first two quarters will show a pretty sharp adjustment process. But we would be through it by the summer and back on a reasonable growth trajectory. There is going to be, especially in some parts of the country, six months or so of tough adjustment. But this is not going to be something widespread and prolonged, where all of a sudden the world is falling apart.

**Maclean's:** *Why has it happened so fast?*

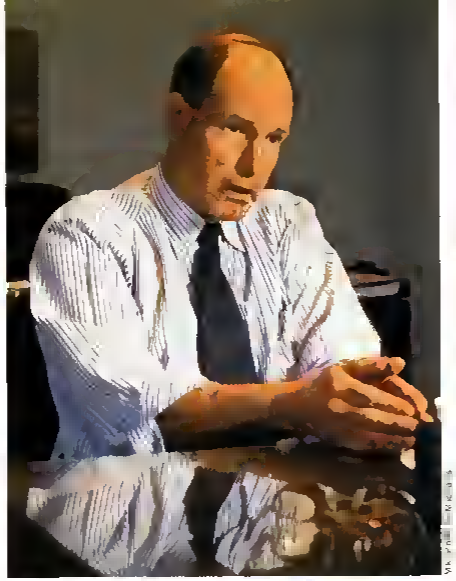
**Dodge:** This is the new element in 2001 that wasn't there in 1991. In a just-in-time world, the impact of slowing sales gets translated into factory production much faster than it did even 10 years ago. What we *think* that means is that normal adjustments will take place more sharply—but we will get through that adjustment more rapidly as well. How people react is less knowable. The risk is Canadian consumers and businesses will get caught up in this negative psychology.

**Maclean's:** *How do you see the U.S. economy?*

**Dodge:** They did get more stresses and strains. But the real danger is that the American consumer will get spooked—and U.S. consumption has been a major drive for the world. What one has to hope is that the actions of the U.S. Federal Reserve and hopefully words of the U.S. administration will not create an atmosphere where everybody gets worried—because objectively there are not the worrisome conditions.

**Maclean's:** *What about Nortel's steep dive?*

**Dodge:** What has happened is that, all of a sudden, the telecoms adjusted down what they had to invest—so planned purchases got defetred. That's a very small segment of the economy—but it's a marquee sector. So it's understandable that people say, 'Holy smokes, if Nortel, one of our leading corporations, is having trouble, everything else is in trouble.' That is absolutely not the case. More generally worrisome is the automobile sector where the Big Three North American firms have very sizable inventories and where higher gasoline prices cast some doubt on the sale of trucks and SUVs.



*Dodge: interest rates are 'a very, very tricky judgment call'*

**Maclean's:** *Why is it important that people understand the bank's inflation policy?*

**Dodge:** With inflation targeting, you can pretty much tell the direction in which we are going. That's very new. That wasn't true in the 1970s or 1980s. People made all sorts of mistakes: borrowing too much money, making investments at the top of the cycle. Had you anticipated in 1987, as inflation moved up, that the bank was going to really tighten up, you wouldn't have done some things which got you into real trouble. And we wouldn't have had to have gone through the wrenching downturn we went through.

**Maclean's:** *Should you increase the current inflation target of one to three per cent when it expires at the end of this year? Should you extend its three-year cycle?*

**Dodge:** We have all been operating now for six years on the basis that inflation will be two per cent or a little less. If all of a sudden I tell you it's going to be three per cent, you would say, "The grounding is gone." Our track has worked well—and there are very good reasons to stay roughly on it. It might be a good time to run an agreement over a longer period, to provide more certainty. There are some technical issues—especially if we are extending it for a five-year period.

**Maclean's:** *Could we be through the downturn before any rate changes you might make on March 6 have an impact?*

**Dodge:** That is precisely the issue. If we were seeing real problems in credit markets, we would know we have got a lot of tightness. But we don't see the sorts of problems that would cause us to be desperate about taking an action. Our view is we will be on a more sustainable path in 12 or 18 months. So it's a very, very tricky judgment call for us. m





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## The fresh face at the Royal



*Nixon; Cleghorn (left): possible pay cut*



**A youthful** baby boomer has been named to take over the top post at the Royal Bank of Canada. Gordon Nixon, 44, will become the bank's chief executive next summer, after John Cleghorn, who turns 60 in July, retires as chairman and CEO on July 31. A former Montrealer, Nixon will likely swallow a pay cut in his new job. Last year, as CEO of the bank's brokerage arm, RBC Dominion Securities, Nixon was paid, in salary and bonus, $10.5 million—the fattest package at the bank. Cleghorn, who has run the Royal Bank for the past seven years and was president for eight years before that, made $4.1 million.

Nixon has climbed quickly. He was named to the management committee's inner circle less than 18 months ago. But the Royal, Canada's largest bank by market capitalization, is splitting its top post into two jobs—a move demanded by shareholders' rights groups for years. Guy Saint-Pierre, a Royal Bank director and prominent Montreal business leader—he is chairman of SNC-Lavalin Group Inc., as well as a former provincial Liberal cabinet minister—will become non-executive chairman.

## Stronach's daughter takes over Magna

**After years** of mentoring from father Frank, 34-year-old Belinda Stronach has been named chief executive and vice-chairman of Aurora, Ont.-based Magna International Inc. The elder Stronach, who came to Canada from Austria in 1954, turned a small Toronto machine shop into a multinational auto-parts giant with 63,000 employees, 166 plants and annual sales of $10.5 billion. Associates describe Belinda, who a year ago married Norwegian speed-skating legend Johann Olav Koss, as bright and focused, but some analysts said the move may upset investors.

## Financial Outlook

**Canada didn't** just break its trade records; it shattered them. Last year's merchandise trade surplus with the United States was up 53 per cent to a record $92 billion. Globally, the surplus (exports minus imports) is also a record—$54.5 billion, or 29 per cent higher than the record set in 1996. (Merchandise trade excludes services, which will be counted later.)

Energy exports rocketed up 76.8 per cent from 1999, thanks to oil, natural gas and electricity shipped south of the border. The other export standout was machinery and equipment, accounting for $106 billion in sales. Telecom equipment was up a whopping 60 per cent. But the news wasn't all good—key automotive exports were flat for 2000.

**TRADING HIGH**

*International merchandise trade, 2000*

| | $ billions | Increase over '99 |
|---|---|---|
| **Canadian exports** | | |
| All countries | $418 | 15.8% |
| United States | 360 | 16.2 |
| European Union | 21 | 15.2 |
| Japan | 10 | 7.6 |
| **Canadian imports** | | |
| All countries | $363 | 11.1% |
| United States | 268 | 7.3 |
| European Union | 34 | 18.1 |
| Japan | 12 | 10.6 |

Source: Statistics Canada

## Weston buys Bestfoods

Toronto-based George Weston Ltd., which controls Canada's largest grocery chain—Loblaw Cos. Ltd.—has become North America's second-biggest bakery with the $2.7-billion acquisition of Bestfoods Baking Co. Weston, maker of Wonder Bread, outbid two other rivals, Sara Lee Corp. of Chicago and Grupo Industrial Bimbo SA of Mexico, for Bay Shore, N.Y.-based Bestfoods. It was spun off by the Anglo-Dutch Unilever group.

## Chapters pulls buyback bid

Heather Reisman, founder of Indigo Books & Music Inc., hit a snag in her new job as boss of its larger rival Chapters Inc., which she and husband Gerry Schwartz now control following a protracted takeover battle. Reisman had to cancel a buyback offer for the outstanding shares of money-losing Internet unit Chapters Online Inc., after bankers balked. She had planned to restructure the unit to cut costs.

## Celestica's big deal

Celestica Inc. of Toronto clinched a five-year, $6-billion deal to manufacture components for Avaya Inc., a Basking Ridge, N.J., company that is a leading producer of telephones for large companies. As part of the agreement, Celestica, controlled by Gerry Schwartz's Onex Corp., will pay $300 million for two Avaya plants.

## Kids Web site goes bust

Nikolai.com Inc., a Toronto-based company that created a popular series of Web sites for children, has gone bankrupt. Founded by digital visionary Isabel Hoffmann, the company ran out of cash after a planned share offering was scuttled by a downturn in the market for dot-coms.

## Coke gets Harry Potter

The Coca-Cola Co. has paid Warner Bros. an estimated $230 million to become sole promotional partner for the movie *Harry Potter and The Sorcerer's Stone*, which will be released on Nov. 16. An ad campaign will include the use of Harry Potter images on Coca-Cola, Minute Maid and Hi-C packaging.





# Wearing your computer

**It began as a routine** service call—a Toronto homeowner having a problem with his telephone—so Bell Canada dispatched technician Chris McIntyre. When McIntyre arrived, the customer's jaw dropped. Mounted on the serviceman's safety helmet was a computer display for one eye and a digital camera for the other, while both devices had cables snaking to a computer fastened to his safety vest. A small keyboard clung to him with Velcro, he wore an earpiece and microphone, and his cellphone was plugged into his wearable computer for wireless relay of voice, data and images. Once the line was fixed, McIntyre, still looking the part of a sci-fi robo-repairman, politely listened while the customer compared him to an alien. "How often," says McIntyre understandingly, "do you see somebody walking around with a cyborg unit on his head?"



*Bell repairman Ian MacDonald equipped with high-tech accessories: portability*

Wearable computers have become the latest workplace fashion accessory. As equipment gets smaller, better and cheaper, they are being used for aircraft maintenance, architecture and telecommunications. Bell recently completed a three-month trial of units supplied by Fairfax, Va.-based Xybernaut Corp. and IBM Canada Ltd. The test with 19 employees was so successful that Brad Chitty, a Bell manager, hopes to equip up to 500 technicians with even smaller and faster equipment starting in May. "The portability has just wowed us," says Chitty.

The system's electronic brain, called the Mobile Assistant IV, weighs about as much as a large hard-cover book and has a 233-megahertz Pentium processor, an eight-gigabyte hard drive and 160 megabytes of memory. The $7,500 unit eliminates the need for fragile laptops, which usually had to be left behind in the service truck. Using the voice-activated system, a technician can stream video back to the office, where a manager can view the jerky but serviceable images and offer advice on a repair. It beats trying to explain the problem over the phone. "Nobody ever draws the same picture as you do," says McIntyre. "If they can see what you're looking at, then there you go."

**COOL SITE**

### Brain food

Stuck for a good book to read? Try *www.linguafranca.com/bookworm/breakthrough*, where a wide variety of experts suggest books considered a must-read in categories ranging from the universe to jazz to war. There is a commercial element—titles are linked to a book retailer—but the works are well-chosen and accompanied by informative abstracts.

## Pay by touch

**Automated checkout** counters have been slowly spreading among retail operations around the world. With no help from a clerk, customers scan bar codes on everything from a litre of milk to a TV set and pay for it with cash, credit or a debit card. Now, NCR Corp. of Dayton, Ohio, wants to let you pay for purchases even when you forget your wallet.

At a trade show in New Orleans last week, NCR unveiled a self-checkout counter equipped with fingerprint-recognition technology, allowing customers to pay by touch. Shoppers scan items, then place them in a bag on a scale to be weighed. The computer notifies security if it detects weight discrepancies between what was scanned and what was bagged. If the weights match, surveillance software deactivates anti-theft tags. Having set up an account, customers pay by touching a biometric scanner programmed to recognize their fingerprints. The system then debits their bank account or credit card.



*A self-checkout counter at the grocer, biometrics*

Danylo Hawaleshka



Diane Francis

# A learning revolution

If someone who lived 500 years ago were suddenly dropped into a modern-day university lecture hall, he or she would see little difference. For the most part, they would observe students sitting passively and taking notes while a teacher at the front of the room droned on. The same performance-oriented learning process applies in elementary and secondary schools to millions of members of education's captive audiences. What's important to note here is that if you put that same 500-year-old person into any other area of modern life, he or she would be flabbergasted at the changes that have transformed human existence—from the invention of the telephone or television to antibiotics, computers and cars.

Education is one of society's most important endeavours and the key to economic success, social transformation and opportunities for individuals to enhance their existence. But it is also one of society's most fossilized, rigid and change-averse institutions. It is still rooted in a medieval model that does not serve all students, or society, as well as it could. But a fundamental shift is easier than most people realize. It is not just about sprinkling a bunch of personal computers into classrooms. It's also not about uniforms, standardized tests, breaking the stranglehold of teachers' unions or eliminating tenured professors. What must happen to education is that its very modus operandi must change. And those nations that realize this will leave all others in their dust, economically and socially.

**Everything in the world has changed—except education, which is still based on a medieval model**

This issue was first brought to my attention during a lengthy interview I had in the early 1990s with Microsoft Corp. founder Bill Gates. "Why is it that education has only been about performance?" he asked. "Kids don't learn best by listening to someone perform in front of them all day long." In fact, as many of us can attest, poor performance skills by certain teachers can turn students off even subjects that would otherwise be of interest or importance. That's because teachers are chosen mostly for their knowledge of a certain subject area, not for their communication skills. But just because a teacher or professor has mastered a subject, he or she isn't necessarily able to transmit their knowledge clearly and concisely.

Gates, a university dropout, envisioned creating a child-centred learning model with each child interacting at his or her own pace with a personal computer. He saw the role of the teacher shifting from standing in front of a classroom full of kids to evaluating the daily progress of each pupil based on the computer analysis of their day's work. Teachers would then tailor-make lessons for the next day so that pupils either repeated what they had not mastered or advanced to new tasks. Lectures would still be important, but could be supplemented by material culled from the world's best speakers. Talks would be further fortified with entertaining and informative graphics, animation or tools. "Why shouldn't kids hear the best lectures ever given about the Roman Empire or algebra?" he asked.

Canadian New Economy guru and consultant Don Tapscott, chairman of Toronto-based Digital 4Sight, which advises corporations and governments on new technologies, has his own spin on why the world needs an educational revolution. "The model of pedagogy and institutions is centuries old," Tapscott told me recently. "I call it broadcast learning. But the solution is not about throwing technology into a classroom. It's about changing the paradigm from one-way learning, one-size-fits-all, teacher-focused education to interactive, highly customized, student-focused learning."

Like Gates, Tapscott agrees that teachers' jobs are not threatened by what should happen. "This frees the teacher from the business of data downloading and transmission to tutoring kids one on one," he explains. He adds this revolution has been successfully put in place in one New York City school district. There, secondary school students are issued laptop computers and parents pay $10 a month for the technology tool. Some parents balked at the idea, but became convinced after student performance started improving.

Another education revolutionary is John Chambers, president of Cisco Systems, a leading international network equipment maker. Chambers is the driving force behind worldwide pilot projects—called Networking Academies—to show the value of computers and new, customized teaching methods. "We run more than 6,000 Networking Academies with 180,000 students in 110 countries and, given technology and the correct environment, these kids all score high, no matter the disparity in incomes or situations," Chambers said earlier this year at an international economic conference. "Education is No. 1, but even the rich countries are leaving behind 25 per cent of their kids. Technology and its mastery are survival, not luxuries."

Meanwhile, debates in Canada about the future of education are tedious and off-topic. They almost always involve turf wars between teachers' unions and politicians with lockouts, strike votes and work-to-rule campaigns the result. Lost in the shuffle are the students and society's need for better education. As the experts know, the wealth of nations depends upon the success of its educational system. But so far, Canada's governments and educators have failed the test.




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# Planning for life after death

## Most children with disabilities live at home. What happens when they outlive their parents?

**By Susan McClelland**

**Roslyn Vincent has** a lot to be proud of. Thanks to her support, her daughter Beth, who has Down's syndrome, a congenital disorder characterized by slow cognitive development and a number of physical abnormalities, leads an active and independent life. Beth, 20, goes dancing, hangs out with girlfriends on weekends, goes on dates with her boyfriend, Peter, and is hoping to land a job when she finishes high school this June. It's a good life, Vincent agrees, but still she worries about what might happen if she could not be there for her daughter. "Will Beth go to a group home? Will everything we have worked towards disappear?" asks Vincent, 49. "The way our society treats disabilities, it's all about placement and beds. Names are never talked about and Beth, as a person, will be forgotten."

Those are not isolated concerns. There are an estimated 660,000 Canadians who have disabilities that necessitate lifelong care, and another one million with disabilities requiring periodic support, but it is parents who provide the majority of full- and part-time care. For the first time in history, most people with disabilities have lifespans equal to the general population, and since governments have cut well back on related programs and services, it raises the question: what happens when the parents die? "The demands of caregiving don't let up," says Cam Crawford, president of Toronto's Roeher Institute, a research organization promoting equality for people with disabilities. "And society hasn't developed any clear alternatives."

There *are* publicly funded services available. But many of those programs offer only the basics—housing and food—leaving few opportunities for social and career development. To fill those gaps, parents have to plan every aspect of their children's futures or run the risk their kids will later lead isolated lives, shunted from one impersonal public facility to another.



John Paul Macaulay for Maclean's

*Vincent (left) with Beth. 'Will everything disappear?'*

Case in point: care-workers in Vancouver tell of a woman with a mental disability, now in her late 30s, who while still living in her parents' home was involved in a number of outside recreational activities and led a happy social life. But her mother died before making arrangements with anyone to continue supporting her daughter, and the father was unable to chauffeur his daughter around to her various appointments. So the woman spent the next year alone in the house, isolated from the life she once enjoyed.

Making matters even worse, her father didn't make any specific provisions for her ongoing care in his will, so after he died, the woman's brother stopped supporting his sister financially and left the provincial ministry and local agencies to find her a place to live. A group home took her, but all her social networks and interests have had to be rebuilt from scratch. "I've seen a lot of people end up in lonely situations," says Al Etmanski, executive director of Vancouver's Planned Lifetime Advocacy Network (PLAN), which helps parents prepare for their children's futures. "Many parents cross their fingers, close their eyes and hope things will just work out. But there are no guarantees."

Critics blame the insufficient support systems on age-old stereotypes. "There is still an assumption that people with significant disabilities are less human than the rest of us," says John Lord, a former professor at Dalhousie University and now a social research consultant on disability issues. It wasn't until the latter half of the 20th century, he says, that society even considered that people with disabilities could lead productive lives. "Until recently, the focus hasn't been on maximizing the potential of people with disabilities but on providing custodial care," says Lord.

That outlook will have to change quickly, advocates say. By 2021, there will be 6.9 million Canadians over the age of 65, and they will be competing for the same program dollars and resources as the mentally and physically challenged. "When there isn't enough money for services, families are used as a last resort," says Diane Richler of the Canadian Association for Community Living. Roslyn Vincent, meanwhile, is working with PLAN, arranging for the organization to act as an advocate if her daughter needs help in her job, making decisions about health care, living arrangements or how she should spend her money. Vincent has been saving money so that Beth may someday purchase a condominium with friends and not be dependent on a group home for accommodation. That savings account is designated so that, in the event of Vincent's death, the money will be held in a discretionary trust fund that in many provinces can be used after a parent's death to supplement a surviving child's employment or social assistance income.

Not all parents are in a position to do what Vincent has done. Florence Feinman, for example, who lives just outside Montreal, stayed home and looked after her three children, including Catherine, who was born with a brain injury and mild paralysis on her left side. Not working has meant that Feinman, 83, has never had many assets. She currently lives off a small, fixed monthly income, including her deceased husband's modest pension, and 48-year-old Catherine, who lives in a group home, is completely reliant on social assistance. "I just have to trust that Catherine will never be put out in the street," Feinman says.

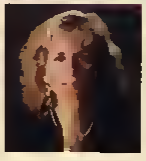
Feinman's biggest worry is that since both of Catherine's siblings live in other cities, "if there are problems, if something changes in the staff, for instance, no one would be around to check up and do something about it." That fear prompted Feinman to enlist four people, including a church minister, who have committed themselves to regularly visiting Catherine at the group home—for as long as she lives—to monitor the quality of her care. "I feel confident now," says Feinman, "that someone will always be there for her, who will love her and care for her the way I do."

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Canada

INVESTING IN PEOPLE, DISCOVERY AND INNOVATION



Health

Bob Levin

# Beyond the terror

First a confession. I don't look quite like that photo right now. It's mostly the hair, which has been coming out in clumps, like a shedding dog's, since the chemo kicked in a month or so back, leaving bare patches like parched earth. Expected, of course, but still strange. So just how vain am I? Well, not vain enough to consider a rug but too vain, apparently, to replace the old column photo. You learn things about yourself, if nothing else.

Cancer: there is the terror and then there's the life beyond the terror. You pass through the first, through the denial and anger and all the rest, and move on to the second, to the acceptance and day-to-dayness of treatments and side effects. You cope—because what's your *other* choice?—find your resilience and lean hard on it, family and friends easing the way. My colleagues at the magazine, wishing me well, appeared en masse one day in bald wigs, and it was *funny* (condom-heads, is what they looked like), which is another thing you learn: humour, albeit black sometimes, is part of what you lean on. But try explaining that to those few friends who seem suddenly uncomfortable around me, as if afraid of saying the wrong thing, or just plain afraid—as if I've slipped into some netherworld too terrible to contemplate.

And who can blame them? Cancer, after all, kills more Canadians before their time than anything else, easily beating out heart disease, respiratory disease, assorted accidents and suicide. Of course, not all cancers are created equal. Like "shark": yell it at the beach and watch the bathers thrash to shore, but are we talking about a little dogfish shark or a Great White? Are we talking about Bill Clinton's unthreatening basal cell carcinoma or the killer cancers of seemingly every obit I now read? (Getting cancer is like getting a new car—you suddenly spot it everywhere.) Yes, it helps to live right (butt out, eat your veggies), to detect the disease early and find the very best doctoring. But let's face it: in any close encounter with cancer, you also need dumb luck.

This is my second time around, and I was first-time lucky, some 29 years ago. Didn't detect it early—not even close—but got the right disease at the right time, when all the drugs were stamped "Experimental" but the magic worked anyway. Hodgkin's disease is a cancer of the lymph system, one Thomas Hodgkin identified the telltale signs in 1832 and still no one knows what causes it. I was 18 when my treatment began, the whole awful arsenal: splenectomy, radiation, chemotherapy minus today's wondrous anti-nausea drugs—chemo conditions I heard my current oncologist describe to a young resident as primitive, as if he were recalling my service in, oh, the Boer War.

So cancer became part of my past, it was history, it was *gone*—or so I thought till last November, when a needle biopsy of a lymph node in my abdomen brought the bad old days reeling back. How did *this* happen? A recurrence of Hodgkin's after, like, *three decades*? No way that could be true. And on and on—the full, frenetic pinball ride, defiance to despair. Standing in a bookstore reading up on the latest treatments, I had a sudden wave of nausea, of vertigo, fled without buying a thing.

You come around, though, that's the good news. You get on with it.

And return to an entire world, and a world view. No longer could I keep cancer at arm's length, slipping in and out of the hospital for routine checkups—fairly *skipping* out—with my head buried in a book, barely peeking. Now I was back on the inside, and actually embracing the place: *these people can make me well*. Good people, too—smart, competent, caring: whatever may be deficient in the Canadian health system, it's certainly not the people working in it. And the others, the patients—they're a peer group, a community of sorts. Proof that you're not alone.

I look around frankly now. In waiting rooms people trade treatment stories or tips or just friendly smiles, two women chat about their kids and their holidays, as if lounging on a playground bench. At chemo, sitting in comfortable chairs or lying on beds, hooked up to IVs, a few seem truly miserable: frail, pale, totally bald, sunk down as if they can scarcely rise. But most appear stronger, perkier. They read, work crossword puzzles, make small talk with the nurses pumping noxious drugs into their arms with ever-cheerful efficiency. How can I put this? There is, for all the dread and discomfort, something *nice* about this scene: the tough stuff humans are made of, and the kindness of staff and the spouses, parents and friends there to support, pat, pray, joke, clutch hands—to help their loved ones through the best they can. My wife swears that, under the circumstances, there's nowhere else she'd rather be.

**How did *this* happen? A recurrence of cancer after *three decades*? No way that could be true.**

I'm not a kid anymore, blissfully convinced of my own invincibility. By middle age we've learned all too well how mortal we are. Parents have died, friends have died, it only *seems* like two solitudes, inside the hospital and out. No one, as the saying goes, gets out of this life alive. But knowing that doesn't make the escapist urge any less powerful. Down in the lobby after chemo, glancing at patients sitting in wheelchairs, slumped inside their coats, I feel myself pick up the pace, not skipping maybe but stepping lively towards the door.

*Bob Levin is Maclean's executive editor*

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IN THE FACE OF DISASTER

TRUE STORIES OF CANADIAN HEROISM FROM THE ARCHIVES OF Maclean's



Introduction by PETER C. NEWMAN

RON ISAAC POINTS toward a distant island of greenery rising from the rolling waters. "That's my place over there.... You know, I've lived in this valley since I was a boy, fought all the big floods. I thought I'd seen everything that old river could throw at me. But this one, this one has been the great-grandaddy of them all."

*– From a* Maclean's *report on* The Red River Flood in the spring of 1997

THE ICE STORM had at least one beneficial effect. In Montreal, people accustomed to bickering over language, politics and the ever-present question of Quebec's constitutional future suddenly found themselves united against a common foe.

*– From a* Maclean's *report on* The Great Ice Storm of January 1998

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*U of T students' law society president Di Stasio: the best job market in years*

# Conduct unbecoming

**The rumours** started surfacing in early February, shaking the foundations of Canada's most prestigious law school. Forget those cheap lawyer jokes. This isn't supposed to happen at the University of Toronto's esteemed faculty of law. The allegations? That first-year students, in applying for summer jobs, lied to Bay Street law firms about the marks they received on their first-term practice exams. A preliminary probe launched by dean of law Ron Daniels only amplified the scandal, revealing

## Reports of lying about marks cast a shadow over Canada's most prestigious law school

that up to 30 of the 170 students in the first-year class may be involved. Last week, Daniels went public with the case, announcing a full inquiry. A separate investigation, overseen by the university provost's office, will look at the role a law professor may have played. "We're simply devastated by what we've learned," says Daniels. "There's just a huge tinge of sadness about this."

Not to mention mystery. Why would fast-track law students put their careers at risk by attempting to cheat their way to Bay Street? This month, a designated law professor will sit down with each of the accused to find some answers and determine the real culprits. Sanctions could range from a notation on a student's transcript to outright expulsion. Still, lawyers being lawyers, the university is bound to have a fight on its hands. Some law students have already arranged for legal representation. And the University of Toronto Faculty Association is lining up to defend law professor Denise Reaume, whom the university has implicated in the affair.

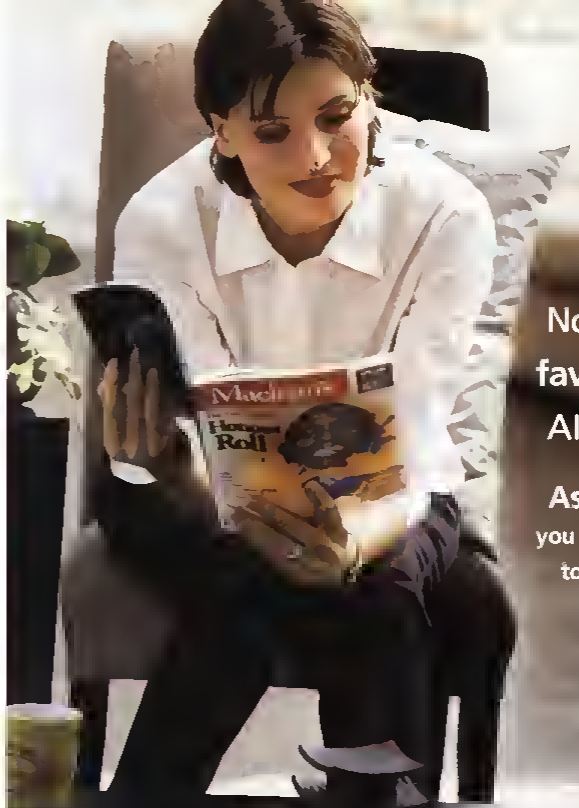
In remarks allegedly made in class, Reaume expressed frustration over law firms that ask for first-term exam marks, and suggested that if all students agreed to submit straight As, potential employers could no longer rely on the grades. But in a statement released through the faculty association last week, Reaume said she was simply discussing the idea of openly protesting Bay Street's behaviour, and she denied that she advised students to lie. Speaking to reporters in Oxford, England, where she was attending a conference, she said she was dismayed that the university had started its investigation when she was out of the country, and had made "no serious effort to get in touch with me before I left."

Many law educators agree with her stand on first-term exams, which are designed to help with the tough transition to law school. "Marks are becoming more important than the learning experience far too early in the game," says Anne La Forest, dean of law at the University of New Brunswick. "What the law firms are doing is counterproductive." Bay Street lawyers, though, seem less than sympathetic. Marks are the only objective tool that large firms have to enable them to sift through hundreds of student applications, says Stephanie Willson, director of student and associate programs at McMillan Binch, a large Bay Street practice. She argues that skyrocketing tuition, not law firms, has boosted the pressure on students to seek high-paying Bay Street jobs (first-year law students at U of T now pay $10,000 a year, compared with $2,450 five years ago). "It's a total cop-out for people to be blaming Bay Street firms," says Willson.

What befuddles most observers is why law students would lie when job opportunities are better than they have been in years. And with a 98-per-cent placement rate after graduation, employability is low on the list of worries for most U of T law students, says Anna Maria Di Stasio, president of the students' law society. Regardless, the stain on those found guilty will be hard to erase. Being admitted to the bar requires a good character reference. But a 1993 study by Randi Sims, a professor of business ethics at Florida's Nova Southeastern University, found that those who engage in academic dishonesty are more likely to be dishonest on the job. Still, when the dust settles, the faculty of law's sterling reputation will remain intact, maintains Di Stasio. "I'd never hide the fact that I'm a grad of U of T law," she says. "Hopefully we'll get beyond this." In the meantime, it might not hurt to look for a good lawyer.

**John Schofield**



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Brian D. Johnson

# Under the guillotine

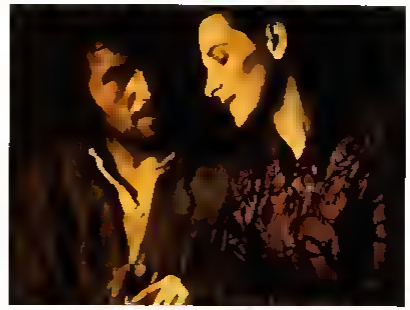
"Seen any good movies lately?" I get asked that a lot. At parties, in elevators [illegible] at the urinal. And even though I usually see three or four new movies a week, too often the answer is "Well, no." Recently, however, I saw a string of wonderful movies. Old movies. Screened by Cinematheque Ontario in Toronto, they included two Douglas Sirk melodramas from the 1950s with Rock Hudson, *All that Heaven Allows* and *Written on the Wind*, and two '60s gems from Britain—*Billy Liar*, the movie that made Julie Christie a star, and *Darling*, which won her an Oscar. All four films are gorgeously photographed, shrewdly scripted—and inlaid with ironic social commentary that seems weirdly stereoscopic when viewed through several decades of history. These pictures have stood the test of time. Today, we treasure them as "art" (I even saw them at a theatre in an art gallery), but in their day they were popular entertainment. Sirk, a German director who fled his homeland to escape Hitler, once recalled: "In Hollywood, people kept saying to me, 'Doug, don't be arty.' This was a word I had never heard before because it doesn't exist in any other language." Sirk took art for granted. It was simply part of the job.

Today, however, the gulf between art-house fare and Hollywood entertainment has never seemed wider. Occasionally, a movie will bridge the distance, a *Traffic* or a *Crouching Tiger, Hidden Dragon*, but more often movies are fatally typecast as art or trash. As a critic, one day you are rhapsodizing over the narcotic beauty of Wong Kar-wai's *In the Mood for Love*, while despairing that it may be too "arty" to find an audience. Next you're heading off to see Keanu Reeves cuddle up with Charlize Theron in a terminal cancer romance called *Sweet November*—hoping, in vain, that it will not be as bad as it sounds.

But then a surprise comes along: a wonderful movie that is neither straining to reach the altar of high art nor stooping to conquer the megaplex. And it comes from Canada, sort of. Set on the French island of St-Pierre, off the coast of Newfoundland, *La Veuve de Saint-Pierre* (*The Widow of Saint-Pierre*) is a handsome and compelling epic inspired by a curious bit of history.

This Canada-France co-production tells the story of a gentle soul named Neel Auguste (Emir Kusturica) who is condemned to death after he kills a man during a drunken escapade. There is no guillotine on the island, so Auguste must wait for French authorities to deliver one. He is placed in the custody of the island's enlightened military captain (Daniel Auteuil), and his compassionate wife, Madame La (Juliette Binoche), takes a keen interest in the prisoner, who becomes her gardener. Although Auguste sleeps in his cell, he is allowed to roam free. And through various good deeds, he becomes a local hero—complicating the issue of his impending execution.

Like the fatalistic novels of Thomas Hardy, *The Widow of Saint-Pierre* is about a pre-modern woman falling out of sync with her times. It offers an unusual triangle: while Madame La's empathy for her protégé has overtones of high romance, her loving husband never shows a twinge of jealousy. French director Patrice Leconte (*Monsieur Hire, Girl on the Bridge*) makes all this seem not only



*Kusturica (left), Binoche, smouldering with quiet strength*

**Juliette Binoche takes the high road in a smart, austere epic**

plausible but authentic. And the drama acquires irresistible momentum as he balances its peculiar subtleties with images of stark beauty. Shifting from Rembrandt-dark interiors to the electric-blue shock of sky and sea, Leconte's compositions juxtapose fate and freedom with the heightened reality of a Colville painting: the captain's black horse being hoisted from a three-masted schooner; an austere picnic unfolding over barren rocks in the fog; a runaway house on rollers careening down a street; a sled carrying Binoche across a Zhivago-like expanse of ice.

Each of the actors smoulders with quiet strength. Auteuil plays a man of passion locked in an officer's uniform. Kusturica, a Bosnian director making his debut as an actor, brings a brute innocence to Auguste. And Binoche creates another of her resilient/vulnerable renegades, desire and fear warring just under the surface. She received an Oscar nomination for a seductive but less complicated performance in *Chocolat*, as an aphrodisiac merchant in another French village. But *Chocolat* is an ersatz European film, with a Disney glaze of magic realism. *The Widow of Saint-Pierre* is both more real and more magical, a razored slice of Old Europe in the New World. And despite the subtitles, there's nothing "arty" about it.



*Shepard: an autocratic father who tightens the reins on his household*

Television

# Golden harvest

**By Shanda Deziel**

**For a while now,** networks have been moving away from the traditional movie-of-the-week, those melodramas populated by the likes of Farrah Fawcett and Melissa Gilbert. And while an aberrant few still slip through—like last week's NBC offering *The Princess and the Marine*—made-for-TV movies are gaining respect by tackling such large historical subjects as Jewish refugees in *Haven* or Christ's adult life in *Jesus*. This week, CTV presents *After the Harvest* (March 4, 9 p.m.), a TV movie made with the same successful formula that American network HBO uses: match a good script with a famous director and give him or her enough money and freedom to attract A-list talent. The outcome, for HBO, is often Emmy-winning TV *Introducing Dorothy Dandridge*, *If These Walls Could Talk*, *The Rat Pack*.

*After the Harvest*, a $4-million adaptation of Martha Ostenso's 1925 CanLit classic, *Wild Geese*, is penned by screenwriter Suzette Couture (*Jesus*, *Haven*, *The Sheldon Kennedy Story*) and directed by Canada's hot filmmaker Jeremy Podeswa (*The Five Senses*). It stars Liane Balaban (*New Waterford Girl*), Alberta Watson (*The Sweet Hereafter*), Nadia Litz (*The Five Senses*) and Sam Shepard (*The Right Stuff*). Shepard plays Caleb Gare, an autocratic Prairie landowner who keeps his family in poverty while he accumulates property—preferably from his down-on-their-luck neighbours.

Gare thwarts his children's attempts at love and any kind of life off the family farm. And the children receive no

**A new TV movie reaps the benefits of a good script and top talent**

support from their mother, Amelia (Watson), who is too ashamed of her troubled past to challenge her husband and free her children from his tyranny. When a young teacher, Lind Archer (Balaban), comes to live with the family, her presence unleashes Amelia and the children's secrets and desires. Archer prods Gare's already rebellious daughter Jude (Litz) to pursue a secret affair with a neighbour. When Gare discovers the tryst, he locks Jude in a stable and further tightens the reins on his household. But Archer continues to scheme on Jude's behalf and eventually presents her with a chance to escape.

Balaban, who effortlessly captured the spirit of her Cape Breton character, Mooney Pottie, in *New Waterford Girl*, struggles through *Harvest*. Although her character is the impetus for other's actions, she herself is not fully fleshed out—for example, we know she is from the city only because she wears a funny hat. Balaban ends up emoting more than acting and fails to hold her own in the company of such powerhouses as Shepard and Watson. Meanwhile, Litz, in her first major role since she awakened *The Five Senses*, squares off with Shepard and Watson in scenes of familial rage that show fire, range and experience beyond her years.

Ultimately, the film is infused with nostalgia and authenticity by the presence of Shepard. Twenty-three years ago, the rugged actor played a dying farmer in Terrence Malick's *Days of Heaven*, which, like *Harvest*, was shot in ranch country near Calgary. In *Harvest*, Podeswa borrows some of the earlier film's wheat-field beauty and leaves Shepard—who was raised on a farm in California and now lives on a ranch in Minnesota—to once again exhibit his innate cowboyness.

Shepard, a Pulitzer Prize-winning playwright, said it was the unusual quality of the script that attracted him to the project. His plays and *Harvest* share themes of the West, patriarchy and deterioration of the family. But the original story, *Wild Geese*, was more than just a tale of a western family. Ostenso's commitment to her female characters made her novel one of the first overtly feminist texts in Canadian fiction. For that reason, it is no surprise that CTV chose to adapt *Wild Geese*. The plight of women—battered, anorexic, forsaken—has long been a favourite topic for movies of the week. Yet such stories have often been cheapened with sensational dialogue and hysterics. *Harvest*'s women—defeated, pregnant, forlorn—are not overwrought with emotions. Rather it is the dire necessity that these characters contain their feelings and hide their hardships that makes Prairie life so frustrating—and *After the Harvest* so engaging. m




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# HARMER'S CHARM

**By Nicholas Jennings**

*Multiple nominees at this year's Juno Awards (March 4, CBC TV) range from such established stars as Barenaked Ladies and the Tragically Hip to bright new artists like Nelly Furtado and Nickelback. Being the 30th anniversary, the event will also have its heritage moments, including a performance by the Guess Who and the induction of singer-songwriter Bruce Cockburn into the Canadian Music Hall of Fame. Among the newcomers is Sarah Harmer, who is winning a place for herself in the finest tradition of Canadian songwriting.*

Sarah Harmer is no technical whiz. Sure, like any musician, she knows her way around a recording studio. She has a cellphone and an e-mail-equipped laptop computer, which she tries to use to correspond with family and friends. Her record distributor even gave her a digital voice recorder for Christmas, which Harmer took on a Mexican vacation in the hope of capturing song ideas. Unfortunately, she left it switched on and the batteries were dead before she could figure out how to use it. Then, when Harmer returned to Canada, her old Ford Econoline van, which she'd left parked at her parents' farm outside of Burlington, Ont., wouldn't start. Alone in the farmyard, she was more than a little frustrated when her cellphone suddenly rang. It was her manager calling with news of her two Juno Award nominations. "I said, 'Well, that's great,' " recalls Harmer, " 'but I'm standing here outside freezing, nobody's home and I'm just trying to get my van going.' "

The scene underscores the gulf Harmer feels exists between herself and the pop world. Defiantly independent, the 30-year-old musician takes pride in a grassroots approach to her career. She recorded her first solo album on the back porch of her farm north of Kingston, Ont.—complete with the sound of rain and crickets—and released it on her own label, Cold Snap Music. For her next recording, Harmer borrowed money from her mother, and produced *You Were Here*, a stunning collection of original songs that blended sharp lyrics with the subtle sounds of clarinets, cellos and an upright bass. That record would have remained another largely undiscovered gem were it not for a radio programmer in Philadelphia, whose station's support for the album led to major deals with Rounder Records in the United States and Universal Music in Canada. Late last year, Harmer found herself thrust into the spotlight, as *You Were Here* topped many critics' year-end lists and earned a rave review in *Rolling Stone*, which called the album "marvellously compelling." Now, with Juno nominations for best pop album and best new solo artist, and a North American tour under way, the gulf between Harmer and the pop world is rapidly shrinking.



*Harmer in Ottawa last week: a 'country girl'*

Sitting in a funky Toronto restaurant, the self-described "country girl" confesses to feeling a bit unprepared for big-city success. "Ever since I was a little kid," says Harmer, "I thought I should have lived in the 1800s when things were simpler." Yet growing up on a 40-hectare farm fed her creatively, enabling her to write such evocative elegies to rural life as *The Hideout* and the shimmering *Lodestar*, two of the best songs on *You Were Here*. "I used to love reading Susanna Moodie," says Harmer, adding with a laugh, "real *Little House on the Prairie* type stuff." Harmer's sister Barbara recalls how Sarah often created a make-believe world in the barn, wearing gingham dresses and raising her own chickens. "We were all older than she was, so she played on her own quite a bit," says Barbara, now a producer at CBC Newsworld's *Counterspin*. "She always had a great imagination."

The youngest of six children born to farmer Alan (Clem) Harmer and his schoolteacher wife, Isabelle, Sarah followed three sisters to Queen's University in Kingston. While enrolled in the arts program, she was drawn to live music, having discovered local heroes the Tragically Hip through her sister Mary. After a brief stint with the country-rockers the Saddletramps, Sarah formed Weeping Tile, with Mary on bass, and released two promising albums. During a hiatus from the band, Harmer recorded a collection of country and jazz favourites to give to her father for Christmas. The resulting *Songs for Clem* kick-started her solo career, and led to *You Were Here*, which has established Harmer as a formidable young songwriter, with Joni Mitchell's confessional gifts and Gordon Lightfoot's unerring sense of place.

## Defiantly independent, the musician has an unerring sense of place

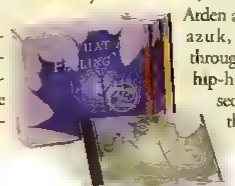
Some of the tracks on *You Were Here* are breaking-up songs that deal with loss and regret—but without a trace of self-pity. "I experienced some hurt and betrayal," admits Harmer, who doesn't elaborate on her love life. "But I'm a hopeful person and definitely optimistic." Harmer professes to be happiest when she's on her farm in Elginberg, just north of Kingston, where she likes to work in her organic garden. "It was an old boarding house, part of a Quaker settlement, built in 1911," she explains. "I like having an attachment to history, to feel connected to what's gone on within these walls or on this landscape. That's what really excites me as a writer." m

## FORTY YEARS OF FAVOURITE SONGS

A music lover recently burned a compilation CD on his computer titled *Northern Nuggets: Forgotten Sounds of the '60s*. On it, he recorded a wonderful assortment of obscure songs by Canadians, including *One Single River (A Song for Canada)*. Performed by Bob Dylan and The Band, the outtake from 1967's *The Genuine Basement Tapes I-II* was written by Ian Tyson and Peter Gzowski, no less. Sadly, there are no such curiosities on *Oh What a Feeling 2*, the four-CD box set issued to commemorate the 30th anniversary of the Juno Awards. Like its 1996 predecessor, which sold an impressive 250,000 copies, the latest package favours only the best-known Canadian songs of the last four decades. Still, as a collection that features everyone from singer-songwriters Neil Young and Joni Mitchell to rappers Choclair and The Rascalz, *Oh What a Feeling 2* serves as a useful—and mostly enjoyable—reminder of the strength of this country's musical heritage.

Compiled by a music industry team led by Randy Lennox, head of Universal Music Canada, and Larry LeBlanc, Canadian editor of *Billboard* magazine, the new box set offers 76 tracks spanning four decades. *Disc One* opens with the divas who have dominated Canadian music for the last decade, Shania Twain, Sarah McLachlan, Alanis Morissette, Jann Arden and Chantal Kreviazuk, before moving through various pop and hip-hop numbers. The second disc serves up the 1970s hard-rock sounds of Trooper, Bachman Turner Overdrive, Lee Aaron and Helix—all noticeably absent from the first box set—and then segues into tracks by contemporary alt-rockers 54-40, Sloan, Matthew Good Band and Our Lady Peace. *Disc Three* is the most chronologically cohesive, weighted heavily on songs from the 1970s, including the Guess Who's *Share the Land* and Nick Gilder's *Hot Child in the City*. But the best is reserved for the final disc, which focuses almost exclusively on the singer-songwriters, including Bruce Cockburn and Jane Siberry, who have given Canada its reputation as a rich breeding ground for musical talent. Although it offers no surprises—every good box set needs at least a couple of rarities—*Oh What a Feeling 2* proves that Canadian music has never been stronger or more vibrant.

N.J.



# Entertainment Notes

Edited by *Susan Oh*

## Family pilgrimage to a painful past



Last April, Vancouverite Richard Lowy, his two elder brothers, his father, Leo, and his mother, Jocy, all made their first family trip, and Richard, then 42, captured it on film. But the result is no home video. *Leo's Journey* is a one-hour documentary about the family's pilgrimage to the places where Leo had suffered as one of Nazi physician Josef Mengele's subjects in his experiments—including countless mysterious injections—on Jewish twins. Airing on History Television on March 8, the film recounts how 3,000 twin children were sacrificed to bogus medical experiments, which Leo and his twin sister, Miriam, survived (she died in 1998). It also follows Leo, now 72 and a retired Vancouver businessman, as he revisits his home town of Beregovo, Ukraine, and the concentration camp at Auschwitz-Birkenau, Poland. "Growing up, we never knew our father's story," Richard Lowy told *Maclean's*. "Making this film, we experienced together what he went through, and it closed the circle for him."



*The Lowys on their first family trip; Miriam and Leo (inset); Mengele twins*

## Grammy glory

Eleven Canadians were nominated, but only two walked away with gramophone statuettes at the annual Grammy Awards in Los Angeles. Hamilton native Daniel Lanois, 49, scooped up one for co-producing, with Brian Eno, U2's hit record *Beautiful Day* (the rock band also won song of the year for the song of the same name). Veteran singer-songwriter Joni Mitchell, 57, also helped salvage Canadian pride at the U.S. music industry's big event, winning best traditional pop vocal album for *Both Sides Now*, which despite its category includes many jazz standards. It was the fifth Grammy for Mitchell, who won her first in 1969. That year, she won best folk performance for *Clouds*—an album that included a song with the title *Both Sides Now*. It's no illusion she's a long-time favourite.

## Friends, parents and a groupie

*Current and forthcoming rentals available on video and DVD:*

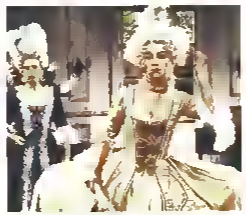
**New Waterford Girl** *(Feb. 27)*
*The gently comedic tale of an unlikely friendship between two Cape Breton Island teenage girls—Mooney, who dreams of becoming a writer in Manhattan, and Lou, a feisty recent arrival from the Bronx.*

**Meet the Parents** *(March 6)*
*Ben Stiller plays a hapless man in love who must win over his girlfriend's formidable father (Robert De Niro) in one disastrously slapstick weekend.*

**Almost Famous** *(March 13)*
*A coming-of-age story based on the real-life experiences of director Cameron Crowe, who started writing for Rolling Stone when he was only 15. Kate Hudson won an Oscar nomination for her portrayal of a groupie.*

## *Her*-story told

History told from a woman's perspective—as in *her*-story—would likely differ from the generally accepted version of events. This feminist perspective is the underlying premise of a new six-part comedy series airing on CBC TV from March 5. *The Broad Side* is an in-your-face treatment of historical eras starring veteran comedic actors Susan Coyne and Diane Flacks, who also co-wrote the series with Jane Ford. Despite some promising titles, notably "Big Bottom Botticelli" and "Chopin's Sister," the actual episodes unravel into indulgent slapstick with overt lesbian tones that add little to historical perspective or comic effect. In one, a medieval Christian in a dungeon tells her fellow inmates: "No more of your pagan rituals, we'll have no fat man in a red suit or decorated trees!" Despite its attempt to be fresh, *The Broad Side* is the sort of thing that gives history its reputation for being tedious.



*Flacks, Kathryn Greenwood, eras*

### Pop Movies

| | | |
|---|---|---|
| 1 | Hannibal (214/2) | $3 30r 010 |
| 2 | Send November (170/1) | $1,420,351 |
| 3 | Down to Earth (135/1) | $1,371 193 |
| 4 | Traffic (145/9) | $1 002 582 |
| 5 | Crouching Tiger, Hidden Dragon (109/11) | $972 85[illegible] |
| 6 | Chocolat (120/9) | $792 11[illegible] |
| 7 | Rocket: Scheaf's Out (133/1) | $774,575 |
| 8 | The Wedding Planner (161/4) | $750 062 |
| 9 | Saving Silverman (164/2) | $633,363 |
| 10 | Cast Away (112/5) | $508 747 |

Top movies in Canada, ranked according to box office receipts during the seven days that ended on Feb. 22. (In brackets: number of screens / weeks showing.)

Source: Entertainment Data Inc.

## Organizing the Nazis

Everywhere the Third Reich extended its sway in Europe in the 1930s and '40s, technicians and bureaucrats followed quickly on the heels of soldiers. Nazi officials immediately began to identify Jews, and organize their deportation and death. That enormous task was immensely aided, according to Edwin Black's *IBM and the Holocaust* (Random House), by the most powerful information-processing firm in the United States. Assisted by dozens of researchers in European and American archives, Black examined thousands of documents to assemble his case: IBM and its German subsidiary custom-designed punch-card systems to meet Hitler's needs. The company leased the technology and provided the cards that organized everything in Nazi Europe, including the concentration camps. IBM has not yet issued a formal response.




### Best-Sellers

**Fiction**

| | | POSITION LAST WEEK |
|---|---|---|
| 1. | A PAINTED HOUSE, John Gilcham (1) | |
| 2. | THE CONSTANT GARDENER, John Le Carré (10) | 1 |
| 3. | VINYL CAFE UNPLUGGED, Stuart McLean (14) | 2 |
| 4. | WINTER'S HEART, Robert Jordan (14) | 9 |
| 5. | THE BLIND ASSASSIN, Margaret Atwood (25) | 3 |
| 6. | THE BODY ARTIST, Don DeLillo (3) | 4 |
| 7. | PRODIGAL SUMMER, Barbara Kingsolver (14) | 6 |
| 8. | SPECIAL OPS, W. E. B. Griffin (4) | 10 |
| 9. | TRUE HISTORY OF THE KELLY GANG, Peter Carey (4) | 7 |
| 10. | ANIL'S GHOST, Michael Ondaatje (47) | 5 |

**Nonfiction**

| | | |
|---|---|---|
| 1. | LONDON: THE BIOGRAPHY, Peter Ackroyd (7) | 1 |
| 2. | JANE AUSTEN, Carol Shields (1) | |
| 3. | THE DOG RULES (DAMN NEAR EVERYTHING), William Thomas (5) | 4 |
| 4. | PARIS TO THE MOON, Adam Gopnik (16) | 2 |
| 5. | ONE GOOD TURN, Witold Rybczynski (10) | 9 |
| 6. | IBM AND THE HOLOCAUST, Edwin Black (1) | |
| 7. | MAESTRO, Bob Woodward (2) | 3 |
| 8. | WHAT A WONDERFUL WORLD, Anne Murray (1) | |
| 9. | CANADA, A PEOPLE'S HISTORY, Don Gillmor and Pierre Turgeon (13) | 5 |
| 10. | KITCHEN CONFIDENTIAL, Anthony Bourdain (4) | 6 |

( ) Weeks on list

*Compiled by Brian Bethune*


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Allan Fotheringham

# Waiting for the next crash

As a geriatric jock, a broken-down sportswriter, your humble agent still loves sports. Rugby, tennis, basketball, whatever. But, as one who devours the sports pages each day, we are proud to swear that never once in history have our eyes ever strayed to read a single sentence about the strange thing called stock-car racing, some stupid aberration apparently widely popular way down south.

Until, last week, there was yet another of the inevitables happening, a guy killed at this circus, bumper car-racing at the Daytona 500 in Florida, apparently the Kentucky Derby of the crash set. Someone by name of Dale Earnhardt—the moniker seemed faintly familiar—who I take it was the Babe Ruth of the "sport." Age 49. In front of 200,000 "fans." The fall-out could not be denied.



Roy Peterson

It was front-page headlines in *The Toronto Sun*, which knows where its blue-collar readers reside. *The New York Times*, in its seriousness always examining American culture, on *its* front page explained that Earnhardt was the "carburetor cowboy" who appealed to southern workingmen.

It turns out, if anyone in Moose Jaw is listening, that Dale had won a record seven championships in the stock-car body called NASCAR and more than $63 million in his career. He was killed on the last lap of the Daytona Beach "race"—while trying to block another car from catching a car ahead of him, driven by Dale Earnhardt Jr. Of the five daily papers your agent reads, it took two days to find out that at the time, the now-deceased was driving at 185 m.p.h., or some 300 klicks.

The truth here, of course, is that the 200,000 "fans" are not here to find out the new innovations in the carburetor. They are here because they want to see a spectacular accident. In the Earnhardt caper, there was before his 'accident' a spectacular 19-car crash. It's a modern version of the Roman Colosseum, the Christians and the lions.

There is, in the modern young male, a lust for violence—acted out by someone else. It's why the National Hockey League, its pious elders all pleading innocent, has moved its markets into the United States, while being the only major sport that allows fighting as a major attraction. The National Football League, supposedly the most dangerous sport of all—its giants protected by face masks that English rugby players just shake their heads at—automatically ejects any player for fighting. The NHL—and the Canadian sports pages in their daily pictures of slugfests—proudly love it, displaying their penalty-in-minutes stats, alongside the goals, of our heroes.

One can appreciate the skills involved, on twisty European roads, in Formula One racing, the requirements of shrewd braking and cornering the key elements. In NASCAR, it's simple pedal to-the-metal on a boring circular grid. This year, to bunch the cars even closer, they were equipped with a new aerodynamic package that was designed to encourage more passing, more bumper-to-bumper thrills that those gaga voyeurs in the stands love. Earnhardt was the fourth NASCAR driver to die in nine months.

There is something called HANS—a head and neck support device that is worn like a harness over the driver's shoulders and is designed to prevent the whipping movement of a driver's head during a crash. Earnhardt died immediately when he hit the concrete wall, blood gushing from his ears. Formula One is now making it mandatory for drivers. A minority of the Daytona drivers were bothering with it.

There's a wonderful quote from NASCAR president Michael Helton after the Earnhardt death. "We're not going to react for the sake of reacting. And we're not going to do something because it's a reaction we can take credit for. We'll do it when the time is right." NASCAR has signed a six-year, $2-billion TV deal with Fox, TBS and NBC. Voyeurs love to watch violence about to happen.

Professional wrassling knows that violence pays. Which is why the guy who runs it has just started the goofy XFL football league, which has guaranteed more violence since punt returners can be decapitated at will. Although TV ratings are plummeting, the yahoos in the stands love it. The boredom of the masses knows no limits. "We knew as racers what was coming," said Rusty Wallace, who finished third at Daytona. "We knew we were doing it for the fans, but we knew what was coming." Hello there, Rome.

What has ruined hockey—and why memberships in some minor leagues are down—is the Don Cherryization of the sport, the belief proudly expounded on *Hockey Night in Canada* that thugs on ice should be applauded and those wimpish Europeans who rely on skill are not real men. From Don Cherry to pro wrestling to Daytona there is not much difference. Real men like to see blood flow.







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